



**Te Kaunihera  
Tapuhi o Aotearoa  
Nursing Council  
of New Zealand**

# **Te Ohu Mahi Tapuhi o Aotearoa The New Zealand Nursing Workforce**

A profile of Nurse Practitioners,  
Registered Nurses and Enrolled Nurses  
**2018 – 2019**



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# Foreword

The Nursing Council of New Zealand | Te Kaunihera Tapuhi o Aotearoa is pleased to present its eighth report profiling Aotearoa New Zealand's nursing workforce.

We are committed to ensuring that policies, regulations and strategic planning are all underpinned by the best available evidence. New Zealand was the first country in the world to have a national system for regulating nursing practice, and we are now one of the few countries with comprehensive, regularly-produced national profiles of our nursing workforce. This is especially important at a time when we are thinking about new ways of organising and delivering equitable health services, and how our health system can respond to social and demographic changes. In this environment it is vital that we have an authoritative profile of who our nurses are, where they practise, what they do, and the expertise they bring to their work.

For example, current Government priorities particularly relevant to the health workforce include the need to address equity issues across Child Wellbeing, Mental Health and Primary Health Care. From the data in this Report it is evident that between 2017 and 2019 the size of the nursing workforce practising in child health and in community mental health each grew by 6% and in primary health care it grew by 13%, in comparison with an overall workforce growth of 3%. This suggests that our nursing workforce is orienting itself to reflect national needs and priorities.

Taking an evidence-informed approach to our work does not, however, mean that the Council is simply concerned with collecting good quality information. Just as important is ensuring that information is actively disseminated and used by those who can benefit from it. Our workforce profiles – alongside publications such as our cohort reports and historical trends analysis – embody this principle by making the data we gather available to a wide audience. These documents are intended to result in better-informed policy making, service design and service delivery to our communities. However, we also see

them as starting points that enable researchers, organisations and agencies to think about additional aspects of nursing that we need to explore.

The number of Māori and Pacific practising nurses is growing. However, when compared with the overall picture of practising nurses, the percentage has remained static. Our aspiration to grow our Māori and Pacific nursing workforce remains a challenge across the whole health care system. Shifting this will require the collective efforts of all who work in the health and education sectors.

Ultimately, our ability to produce this data relied on the goodwill of New Zealand's Nurse Practitioners, Registered Nurses and Enrolled Nurses. There has been no obligation to complete the workforce questionnaire when renewing an Annual Practising Certificate. However, this has now changed in 2019 with the amendments to the HPCA Act. The provision of data at the time of annual practising certificate renewal is now required by all registrants. On behalf of the Council I would like to once again thank our nurses for providing the information that allows us to publish these reports.



**Catherine Byrne**  
Chief Executive/Registrar

## Acknowledgments

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

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# Whakarāpopotonga a te Kaiwhakahaere/Executive Summary

This nursing workforce report (the Report) is the latest in the Nursing Council of New Zealand's (the Council) biennial series of workforce profiles. The Council publishes these in recognition of the need for current and consistent workforce data to inform policy development, planning and research.

This report is based on data for nurses renewing their Annual Practising Certificates (APCs) in the period 1 April 2018 – 31 March 2019. 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 chapters profiling specific groups: Māori nurses, Pacific nurses and Internationally-Qualified nurses.

## Total Nursing Workforce

At 31 March 2019 there were 54,456 practising nurses in New Zealand, or 1,098.5 practising nurses per 100,000 New Zealanders, compared with 52,711 at 31 March 2017. Of these, 52,083 were directly involved in providing services to the public. The vast majority of the workforce was female, with only 9% of nurses being male, and the workforce was an ageing one, with 43% aged 50 years or over and 19% aged 60 or over. The ethnic group with which the largest number of nurses identified was *New Zealand European/Pākehā* (59%); 8% identified as *Māori* and 4% with Pacific ethnicities.

The largest single practice area in which nurses reported working was *Surgical*, at 12% of the practising workforce, followed by *Medical* (11%) and *Continuing Care* (10%); *Family Planning/Sexual Health* and *Youth Health* were the smallest distinct areas of practice. The largest single employment setting for nurses was the *Acute District Health Board* environment (39% of the workforce), followed by *Primary Health Care/Community* (15%). 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 365 practising Nurse Practitioners (NPs) on the Register at 31 March 2019. This group consisted of 336 women and 29 men, and 62% were

aged 50 or older. Thirty-four NPs identified as *Māori* and seven with Pacific ethnicities, and 28% gained their first qualification from somewhere other than New Zealand (most commonly the *United Kingdom*).

Over a third (39%) of Nurse Practitioners reported practising in multiple employment settings, compared with 18% of Registered Nurses and 20% of Enrolled Nurses. While many worked in District Health Board-based environments (32% in *Acute*, 18% in *Community* and 9% in *Other*), the most common individual setting was *Primary Health Care/Community Care*, where 42% of the workforce practised. The most frequently reported practice area was *Primary Health Care* (38% of Nurse Practitioners practising in this area).

## Registered Nurses

There were 51,700 practising Registered Nurses (RNs) on the Register at 31 March 2019. Ninety-one per cent of this workforce was female, and 41% were aged 50 or older. Eight per cent identified as *Māori* and 4% with Pacific ethnicities, while 13% identified as *Other European*, 11% as *Filipino* and 8% as *Indian*.

Registered Nurses most commonly worked in the *Acute District Health Board* employment setting (40% of RNs), with the next largest workforce being employed in *Primary Health Care/Community Care* (15%). The largest area of practice was *Surgical* nursing, which accounted for 12% of the RN workforce, followed by *Medical* nursing (11%). The smallest employment

setting and practice area were *Pacific Health Service Provider* (N = 78 RNs) and *Youth Health* (N = 207 RNs) respectively.

Māori Registered Nurses most commonly worked in *Acute District Health Board* (35%), *Primary Health Care/Community* (18%) and *Community District Health Board* (15%) employment settings, and in *Primary Health Care* (14%), *Medical* (10%) and *Community Mental Health* (9%) practice areas. In terms of Māori presence within nursing workforces, the employment setting with the largest percentage of Māori Registered Nurses was *Māori Health Service Provider* (62% of RNs in this setting identified as Māori), followed by *Rural* (14%) settings. Similarly, the practice area with the greatest presence of Māori RNs within its workforce was *Youth Health* (16% identified as Māori) followed by *Community* and *Inpatients Mental Health* (each 15%).

Pacific Registered Nurses most commonly worked in *Acute District Health Board* (42%), *Primary Health Care/Community* (15%), and *Community* and *Other District Health Board* (each 12%) employment settings, and in *Medical* (15%), *Surgical* (12%) and *Primary Health Care* (11%) practice areas. In terms of their presence within workforces, the employment setting with the largest percentage of Pacific Registered Nurses was *Pacific Health Service Provider* (55% of RNs in this setting identified with at least one Pacific ethnicity) followed by *Māori Health Service Provider* (6%). Similarly, the practice area with the greatest presence of Pacific RNs within its workforce was *Inpatients Mental Health* (8% identified as Pacific) followed by *Public Health* and *School Health* (each 6%).

Sixty-two per cent of New Zealand-Qualified Registered Nurses identified a bachelor's degree as the qualification that gained them entry to the Nursing Register, while 27% of all RNs had received their initial qualification overseas – most commonly the *Philippines* (34%) or the *United Kingdom* (25%). Thirty-three per cent of all practising Registered Nurses possessed an additional qualification beyond the one that gained them entry to the Register.

## Enrolled Nurses

There were 2,391 practising Enrolled Nurses (ENs) on the Register at 31 March 2019. This was the only workforce to show a decline from the previous workforce report, when there were 2,541 practising ENs. This workforce had the highest proportion of women of any individual scope, with only 4% of ENs being male. These nurses were also significantly older than those in other scopes, with 71% aged 50 years or over. Ten per cent of the EN workforce identified as Māori, and 5% with at least one Pacific ethnicity. Nine per cent identified themselves as being of an *Other European* ethnicity.

Although DHB settings collectively accounted for a large number of Enrolled Nurses, the most common individual employment setting for ENs was *Rest Home/Residential Care* (25% reported worked in this setting). In line with this, the most commonly reported practice area was *Continuing Care*, which accounted for 26% of the EN workforce. The smallest employment setting was *Pacific Health Service Provider*, in which only two ENs reported working, while nine practice areas had fewer than 10 Enrolled Nurses in their workforce.

Māori Enrolled Nurses worked most commonly in *Rest Home/Residential Care* (29%), *Other District Health Board* (17%) or *Acute District Health Board* (16%) employment settings, and in *Continuing Care* (31%), *Assessment & Rehabilitation* (12%) and *Other* (11%) practice areas. The employment setting with the highest percentage of Enrolled Nurses who identified as Māori was *Māori Health Service Provider* (67%), followed by *Rest Home/Residential Care*, *Rural* and *Other* (all 12%) – although both *Māori Health Service Provider* and *Rural* settings had relatively small EN workforces. The practice areas with the highest percentage of Māori ENs in their workforce were *Community Mental Health* (29%) and *Emergency & Trauma* (25%), although again the total EN workforces in these areas were small.

Pacific Enrolled Nurses worked most commonly in *Rest Home/Residential Care* (23%), *Other District Health Board* (21%) and *Acute District Health Board* (20%) employment settings, and in *Continuing Care* (24%), *Assessment & Rehabilitation* and *Inpatients Mental Health* (each 10%) practice areas. The employment settings with the highest percentage of Pacific Enrolled Nurses were *Nursing Agency* and *Primary Health Care/Community* (each 7%), while the practice area with the proportionally largest Pacific workforce was *Public Health* (12% of the EN workforce in this area identified with at least one Pacific ethnicity), followed by *Primary Health Care* and *Practice Nursing* (both 8%). Care should be taken with this data, however, as 20% of Pacific Enrolled Nurses did not provide an employment setting and 21% did not provide a practice area.

Ninety-two per cent of ENs had gained their registration qualification in New Zealand, and 10% had some form of post-registration qualification. Internationally-Qualified Enrolled Nurses had most commonly been educated in *Australia* (37%) or *South Africa* (19%)

# 01

## Kupu Whakataki/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 produced its first four reports in 2000, 2002, 2010, and 2011, and now publishes a report every two years.<sup>1</sup>

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;
- + 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; and
- + a record of the scopes of practice that cover the nursing workforce at the point of publication.

This report follows the same format and presents the same analysis as the 2015 and 2017 workforce reports, although minor changes to discussion and presentation have been made following feedback on those documents. As in those years, this Report includes three chapters focusing on groups of nurses who are particularly important from a workforce policy and planning perspective: Māori nurses, Pacific nurses and Internationally-Qualified nurses.

### Scopes of Nursing Practice

The *Health Practitioners Competence Assurance Act 2003* (the HPCA Act; the Act) 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.

With the implementation of the HPCA Act, the Council amalgamated six previous registers (and one roll) into four defined scopes: Nurse Practitioner, Registered Nurse (which subsumed all previous forms of registration), Enrolled Nurse and Nurse Assistant.<sup>2</sup> The scopes were further altered as of 31 May 2010, when the Nurse Assistant scope was disestablished and all second-level nurses became Enrolled Nurses with an expanded scope of practice.

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:<sup>3</sup>

<sup>1</sup> These are available at [www.nursingcouncil.org.nz/Publications/Reports-and-workforce-statistics](http://www.nursingcouncil.org.nz/Publications/Reports-and-workforce-statistics)

<sup>2</sup> See *New Zealand Gazette*, 15 September 2004, No.120, p.2598. <https://gazette.govt.nz/notice/id/2004-gs6268>

<sup>3</sup> These descriptions were taken from the Council's website and were correct at the time of writing. See [www.nursingcouncil.org.nz](http://www.nursingcouncil.org.nz) for the most up to date description of each scope.

## Registered Nurse

Registered nurses utilise nursing knowledge and complex nursing judgment to assess health needs and provide care, and to advise and support people to manage their health. They practise independently and in collaboration with other health professionals, perform general nursing functions, and delegate to and direct enrolled nurses, health care 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. This occurs in a range of settings in partnership with individuals, families, whānau and communities.

Registered nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. Registered nurses may also use this expertise to manage, teach, evaluate and research nursing practice. Registered nurses are accountable for ensuring all health services they provide are consistent with their education and assessed competence, meet legislative requirements and are supported by appropriate standards.

There will be conditions placed in the scope of practice of some registered nurses according to their qualifications or experience limiting them to a specific area of practice. Some nurses who have completed the required additional experience, education and training will be authorised by the Council to prescribe some medicines within their competence and area of practice.

## Nurse Practitioner

Nurse practitioners have advanced education, clinical training and the demonstrated competence and legal authority to practise beyond the level of a registered nurse. Nurse practitioners work autonomously and in collaborative teams with other health professionals to promote health, prevent disease, and improve access and population health outcomes for a specific patient group or community. Nurse practitioners manage episodes of care as the lead healthcare provider in partnership with health consumers and their families/whānau.

Nurse practitioners combine advanced nursing knowledge and skills with diagnostic reasoning and therapeutic knowledge to provide patient-centred healthcare services including the diagnosis and management of health consumers with common and complex health conditions. They provide a wide range of assessment and treatment interventions, ordering and interpreting diagnostic and laboratory tests, prescribing medicines within their area of competence, and admitting and discharging from hospital and other healthcare services/settings. As clinical leaders they work across healthcare settings and influence health service delivery and the wider profession.

## 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. Enrolled nurses contribute to nursing assessments, care planning, implementation and evaluation of care for health consumers and/or families/whānau. The registered nurse maintains overall responsibility for the plan of care.

Enrolled nurses assist health consumers with the activities of daily living, observe changes in health consumers' conditions and report these to the registered nurse, administer medicines and undertake other nursing care responsibilities appropriate to their assessed competence.

In acute settings, enrolled nurses must work in a team with a registered nurse who is responsible for directing and delegating nursing interventions. In some settings, enrolled nurses may coordinate a team of health care assistants under the direction and delegation of a registered nurse. In some settings, enrolled nurses may work under the direction and delegation of a registered health practitioner. In these situations, the enrolled nurse must have registered nurse supervision and must not assume overall responsibility for nursing assessment or care planning.

Enrolled nurses are accountable for their nursing actions and practise competently, in accordance with legislation, to their level of knowledge and experience. They work in partnership with health consumers, families/whānau and multidisciplinary teams.

## Defining the Population

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

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

Under the 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 assessment.

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 classified as 'Practising' under the above definition at 31 March 2019.
2. Nurses who gave an overseas nursing code for the region in which they mainly practise were removed from the dataset.<sup>4</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>5</sup>

Following steps two and three, 3,750 records were removed from the initial dataset of 58,206. From this, the definition of the nursing workforce used in this report can be described as:

*Nurses on 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 July 2018 and 1 April 2019, or who first entered the Register between 1 July 2018 and 1 April 2019.*

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 used 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 2018–19 financial year.

Section 136 of the HPCA Act requires the Council to keep a register of nurses. 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(s), whether the nurse holds an APC and if this is an interim APC. If a practitioner is suspended this must also be entered on the Register along with any conditions 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 all required to renew their APCs annually at one of 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 once they have been determined as fit to practise by the head of their Nursing School or programme, and on passing the State Examination for Nurses, which is 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 or not applicants will be required to undertake a Competency Assessment Programme at a Council-approved education provider.

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 obviously incorrect data (e.g. average workloads above 80 hours per week) and recode 'Other' responses that can clearly be included under existing codes (e.g. 'GP Practice' setting responses have been recoded as *Primary Health Care/Community*).

### Data collection instrument

The Council uses a self-completed online questionnaire to collect data on the demographic,

<sup>4</sup> 2,511 nurses gave one of these overseas codes for their main region of practice. Of these, 39% listed *Asia*, 19% listed *Australia*, 9% listed *United Kingdom*, 6% *Africa & Middle East*, 2% *United States of America*, 2% *Europe (other than UK)*, 1% *Pacific* and 22% *Other* areas.

<sup>5</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 that their nursing code and any other responses related to the last time they were employed as nurses).

current employment and employment history details of each nurse. 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 less than 35 hours, if applicable
- + geographic location of 'main' practice
- + completed qualifications, including country, institution and year of completion (up to five may be included)
- + how long the respondent has been practising as a nurse.

Most variables have set responses associated with codes. These codes – and, where relevant, their correspondence to the reporting groups used in this report – are listed in Appendices 1 to 4.

### Gender Diversity

The Council has recently updated its database and registration materials to reflect the right of people to identify with non-binary genders and have this reflected in official records. In addition to Female and Male, nurses are now able to record a Gender Diverse identity when completing their Annual Practising Certificate. This reflects Statistics New Zealand's official standard for recording gender.<sup>6</sup> As of 31 March 2019, seven nurses – all of whom were Registered Nurses – had recorded such an identity. This was an increase from data used to compile the 2017 workforce report, where two nurses had requested that their gender be listed as 'Other'. Due to a combination of the small size of this population and a desire to preserve privacy, these nurses have not been identified as a separate group when data has been broken down by gender.

The authors recognise that gender is a complex and sensitive area, and respect the right to gender self-identification. We would especially note that while some nurses who do not identify with the gender they were assigned at birth may have chosen to identify as Gender Diverse when completing the questionnaire, others will have recorded a gender with which they do identify (i.e. Male or Female).

### Rural Nurses

There has recently been increasing interest in understanding New Zealand's rural health sector, as part of understanding and supporting wellbeing

in rural communities. Currently, nurses are able to identify as part of the rural workforce in the questionnaire through the 'Employment Setting' item. However, defining rurality is a complex issue encompassing demographics, interaction with other urban areas, and questions of cultural identification. For example, towns such as Geraldine, Kerikeri or Picton might be considered urban or rural depending on whether one focuses on their size, their connections with larger centres, or how the people who live there think of themselves.

As an example of this complexity, the dataset used for this Report includes postcode (though not other address) information and from this we can identify that 7,504 nurses (14% of the overall workforce) live in Rural Delivery areas. However, this includes large groups of people living just outside the formal boundaries of major urban areas such as Hamilton and Tauranga, around regional cities and towns such as Whangarei or Rangiora, or in 'peri-urban' commuter regions such as the Kapiti Coast. While these nurses may live in rural areas, many will practise in nearby cities and towns; only 4% of those who had rural postcodes stated that they worked in a *Rural* employment setting (the most common response was *Acute DHB*, where 34% were employed). And the converse can be true; most (57%) of the 739 nurses who identified as working in a *Rural* setting did not live in rural areas according to this definition.

Ultimately, developing a clear profile of rural nurses is beyond the scope of this Report. Such a profile would require significant discussions about how to define rurality, including whether the focus of such a document should be on nurses who practise in rural areas, nurses who live in rural areas, or nurses who serve rural populations. As a result, the authors have confined themselves to simply including *Rural* setting data in relevant chapters, as in previous years.

### Response rate

While up until 2019 it has not been 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 for this section of the form is approximately 95%. Response rates for individual items within the questionnaire vary, although gender and age values are available for all nurses including those who do not participate in the survey itself.

Non-responses have been included in tables as 'unstated' responses (these values include both item and survey non-response).

<sup>6</sup> See Statistics New Zealand, 2016, *Gender Diversity*. At <http://archive.stats.govt.nz/methods/classifications-and-standards/classification-related-stats-standards/gender-identity.aspx>

## 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 *Pākehā*, *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 *Pākehā*. The other five staff identify only as *Pākehā*. A table describing this situation would look as follows:

Table 1: **Example of multiple response data**

	NZ European/Pākehā	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 practice areas), and three of the eight work in *Youth Health* (the two who only work in *Youth Health*, and the one nurse who works in both practice areas).
- + three of the eight nurses identify as *Māori* (the two who identify only as *Māori*, and the one nurse who identifies as both *Māori* and *Pākehā*), and six of the eight identify as *Pākehā* (the five who identify only as *Pākehā*, and the one nurse who identifies as both *Māori* and *Pākehā*).
- + the three nurses who work in *Youth Health* identify as *Pākehā* (the two who work in that practice area who only identify as *Pākehā*, and the one nurse who identifies as both *Māori* and *Pākehā*), and one of them also identifies as *Māori* (the one nurse who identifies as both *Māori* and *Pākehā*).

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

## Te Ohu Mahi Tapuhi o Aotearoa/ The New Zealand Nursing Workforce

At 31 March 2019 there were a total of 54,456 practising nurses on the New Zealand Nursing Register. This workforce consisted of 365 Nurse Practitioners, 51,700 Registered Nurses and 2,391 Enrolled Nurses. This represents an increase of 1,745 (or 3%) from the 52,711 practising nurses at 31 March 2017, comprising 128 (54%) additional Nurse Practitioners, 1,767 (4%) additional Registered Nurses and 150 (6%) fewer Enrolled Nurses.

This growth was driven by a combination of increases in early-middle-aged nurses and fewer nurses choosing to retire; the number of nurses aged from 30-39 grew by 2,048 (18%) between those two dates, and the number aged 65+ grew by 788 (8%). In contrast, the number aged between 40 and 50 fell by 133 (-6%). Internationally-Qualified Nurses (IQNs) also contributed to this growth, with the number of IQNs increasing by 6% (compared with growth of 2% in the New Zealand-Qualified Nurse population).<sup>7</sup> The male nursing workforce was 6% higher in 2019 than in 2017, compared with the 3% increase in female nurses. However, male nurses are still a very small part of the nursing workforce as they made up only 16% of the overall growth in practising nurses.

At 31 March 2019, the estimated resident population of New Zealand was 4,957,400.<sup>8</sup> 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>

	Total Direct Care nurses	Direct Care nurses per 100,000 population	Direct Care nurses per 10,000 population
Registered Nurses and Nurse Practitioners	49,718	1,002.9	100.3
Enrolled Nurses	2,365	47.7	4.8
<b>Total Nursing Workforce</b>	<b>52,083</b>	<b>1,050.6</b>	<b>105.1</b>

<sup>7</sup> Further data on the IQN population can be found in Chapter 3.

<sup>8</sup> Note that this figure may be revised in the future once the results of the 2018 Census are published.

<sup>9</sup> The figures in Table 2 correspond to the OECD definition of 'practising nurses', as discussed in the boxed text on page 13. Using the wider definition of practising used in New Zealand, for every 10,000 New Zealanders there were 109.8 practising nurses, consisting of 105.0 Registered Nurses and Nurse Practitioners, and 4.8 Enrolled Nurses.

There were 10.5 nurses in these Direct Care roles per 1,000 people in New Zealand, or one nurse for every 95 people. In comparison, according to the OECD's most recent data there were 11.6 nurses in these roles per 1,000 people in Australia, 9.9 per 1,000 in Canada, and 7.9 in the United Kingdom.<sup>10</sup> The United States does not provide information specifically for Direct Care roles, but in terms of the total practising workforce had 11.6 nurses per 1,000 people in 2017, compared with New Zealand's 11.0.<sup>10</sup>

## OECD Nursing Definitions and Direct Care

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 Council considers to be nursing practice – specifically the following practice areas:

*Nursing administration and management, Nursing education, Nursing professional advice/policy development, and Nursing research.*

Nurses who work only in these areas are excluded from the OECD's figures for 'practising' nurses, but are included in its 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 practice areas.

## 2.1 Part-Time Status

Those respondents who worked fewer than 35 hours in an average week are defined by the Council as practising part-time, and are asked to indicate their main reason for doing so. Note that following discussions with the Ministry of Health (on whose behalf the Council collects this data) the open field 'other' option has been removed from the questionnaire. Responses are therefore not directly compatible with previous years; notably, *Personal Choice* (a common response in previous years) is no longer included.

A total of 20,038 nurses gave responses to this question: 101 Nurse Practitioners, 19,056 Registered Nurses and 881 Enrolled Nurses.<sup>11</sup> As shown in Table 3 overleaf, the most commonly stated reason for part-time status was *Parental Responsibilities*, followed by the strain created by heavy workloads, and the existence of a casual employment relationship. This did differ somewhat for Enrolled Nurses, where *Parental Responsibilities* were less significant than workload issues, casualisation and the availability of sufficient nursing work.

<sup>10</sup> OECD Health Statistics 2018-Frequently Requested Data, <https://www.oecd.org/els/health-systems/OECD-Health-Statistics-2018-Frequently-Requested-Data.xls>. Relevant category definitions are available at *OECD Health Data 2018 Definitions, Sources and Methods*, [www.oecd.org/els/health-systems/Table-of-Content-Metadata-OECD-Health-Statistics-2018.pdf](http://www.oecd.org/els/health-systems/Table-of-Content-Metadata-OECD-Health-Statistics-2018.pdf)

<sup>11</sup> Overall, 90% of those nurses defined as practising part-time responded to this question; 85% of part-time Enrolled Nurses, 90% of part-time Registered Nurses and 89% of part-time Nurse Practitioners.

Table 3: Reasons for part-time work status

Reason	Enrolled Nurses		Registered Nurses		Nurse Practitioners		All Nurses	
	Number	%	Number	%	Number	%	Number	%
Parental responsibilities (including no access to childcare)	144	16.3%	8,302	43.6%	37	36.6%	8,483	42.3%
Reduced hours due to high workload	220	25.0%	3,855	20.2%	34	33.7%	4,109	20.5%
Casual position	194	22.0%	2,320	12.2%	3	3.0%	2,517	12.6%
Not enough nursing work available	159	18.0%	953	5.0%	8	7.9%	1,120	5.6%
Study requirements	38	4.3%	969	5.1%	9	8.9%	1,016	5.1%
Unhappy with shift work	35	4.0%	768	4.0%	0	-	803	4.0%
Working in a non-health occupation (as well as nursing)	11	1.2%	374	2.0%	6	5.9%	391	2.0%
Parental leave	7	0.8%	374	2.0%	1	1.0%	382	1.9%
Seeking nursing work	21	2.4%	273	1.4%	0	-	294	1.5%
No access to flexible working hours	6	0.7%	211	1.1%	0	-	217	1.1%
Inadequate remuneration	10	1.1%	177	0.9%	0	-	187	0.9%
Retired/semi-retired	10	1.1%	152	0.8%	0	-	162	0.8%
Limited career structure	16	1.8%	140	0.7%	2	2.0%	158	0.8%
Working in another health profession (as well as nursing)	9	1.0%	125	0.7%	1	1.0%	135	0.7%
Overseas (at time of re-registering)	1	0.1%	63	0.3%	0	-	64	0.3%
<b>All Responses</b>	<b>881</b>		<b>19,056</b>		<b>101</b>		<b>20,038</b>	

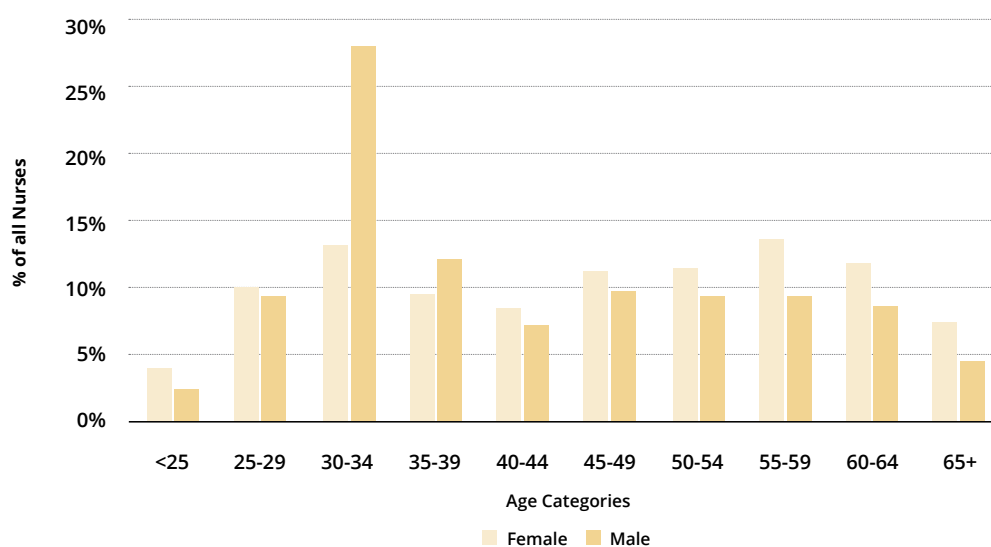
## 2.2 Age and Gender of the Nursing Workforce

As in previous years, the vast majority of the 2018-19 nursing workforce was female, with only 9% of nurses being male. The workforce was also an older one, with 43% aged 50 or above (showing little change from the 44% in this age group in 2017).<sup>12</sup> As shown in Figure 1, the male workforce was younger than the female workforce, with 52% aged under 40 compared with 36% of female nurses and over a quarter in the 30-34 age group. The mean age of the total nursing workforce was 45.6 and the median 46 – slight decreases compared with 2017 – with the mean age of male nurses being 42.5 (median of 38) and the mean age of female nurses being 46.0 (median of 47).

Table 4: Gender and age distribution of the total nursing workforce<sup>13</sup>

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups
Female nurses	1,932	4,944	6,541	4,630	4,125	5,557	5,624	6,677	5,821	3,608	<b>49,459</b>
% of all female nurses	3.9%	10.0%	13.2%	9.4%	8.3%	11.2%	11.4%	13.5%	11.8%	7.3%	
Male nurses	115	466	1,391	606	358	476	462	465	429	222	<b>4,990</b>
% of all male nurses	2.3%	9.3%	27.9%	12.1%	7.2%	9.5%	9.3%	9.3%	8.6%	4.4%	
<b>All nurses</b>	<b>2,047</b>	<b>5,412</b>	<b>7,934</b>	<b>5,237</b>	<b>4,483</b>	<b>6,033</b>	<b>6,086</b>	<b>7,142</b>	<b>6,252</b>	<b>3,830</b>	<b>54,456</b>
<b>% of all nurses</b>	<b>3.8%</b>	<b>9.9%</b>	<b>14.6%</b>	<b>9.6%</b>	<b>8.2%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>13.1%</b>	<b>11.5%</b>	<b>7.0%</b>	

Figure 1: Age distribution of male and female nurses



<sup>12</sup> In March 2019, approximately 33% of NZ's employed labour force was aged 50 or above. See *Household Labour Force Survey: March 2019 quarter*, at <https://www.stats.govt.nz/assets/Uploads/Labour-market-statistics/Labour-market-statistics-March-2019-quarter/Download-data/household-labour-force-survey-march-2019-quarter.xlsx>

<sup>13</sup> Nurses who identified as gender diverse are included within values for 'All age groups'. See Chapter One of this Report for further discussion of this issue.

As shown in Table 5, of the 95% who indicated how long they had been working as a nurse, 20% had been working for fewer than six years while 51% had been working for more than 15 years. Unsurprisingly, given their younger age profile, male nurses tended to have been working for shorter lengths of time: 52% had been practising for 10 or fewer years (compared with 38% of female nurses), and only 36% had been working for more than 15 years (compared with 52%).

**Table 5: Years in practice of the total nursing workforce<sup>14</sup>**

	Under 1 Year	1-5 Years	6-10 Years	11-15 Years	Over 15 Years	All responding
Female nurses	477	8,928	7,484	5,344	24,520	<b>46,753</b>
% of all female nurses	1.0%	19.1%	16.0%	11.4%	52.4%	
Male nurses	50	1,098	1,342	553	1,721	<b>4,764</b>
% of all male nurses	1.0%	23.0%	28.2%	11.6%	36.1%	
<b>All nurses</b>	<b>527</b>	<b>10,029</b>	<b>8,827</b>	<b>5,898</b>	<b>26,243</b>	<b>51,524</b>
<b>% of all nurses</b>	<b>1.0%</b>	<b>19.5%</b>	<b>17.1%</b>	<b>11.4%</b>	<b>50.9%</b>	

Table 6 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 *Medical* nursing (11%) and *Continuing Care* (10%), while the smallest areas were *Youth Health* (N = 223) and *Family Planning/Sexual Health* (N = 232).

The largest group of male nurses was in the *Medical* practice area (just over 12% of male nurses practised in this area), while the two core *Mental Health* areas and *Continuing Care* were close behind (just under 12% of male nurses practising in each of these areas). The practice areas that had the largest presence of men within their workforce were *Inpatients* and *Community Mental Health* (25% of the *Inpatients* workforce was male, as was 24% of the *Community* workforce). The areas with the smallest male presence were *Family Planning/Sexual Health*, *School Health* and *Youth Health*, each of which had only four male nurses.

The area with the largest percentage of nurses aged under 40 was *Intensive Care/Cardiac Care* (48%), followed closely by *Emergency & Trauma* (45%), and then *Child Health*, *Medical* and *Surgical* (all 44%). It should be noted, however, that 28% of nurses aged under 30 did not declare a practice area – this included 61% of those aged under 25.<sup>15</sup> This is probably due to newly graduated nurses in Nurse 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 area with the largest proportion of nurses aged 50 and over was *Nursing Professional Advice/Policy*, where over 71% of the workforce was in this age group, followed by *Nursing Administration & Management* (68%), nursing for people with intellectual disabilities (65%), and *Palliative Care* (62%).

<sup>14</sup> Nurses who identified as gender diverse are included within values for 'All age groups'. See Chapter One of this Report for further discussion of this issue.

<sup>15</sup> Nurses aged under 30 made up 14% of the nursing workforce, and nurses 25 and under made up 4% of the workforce.

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

Practice area	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups	% of Workforce	Female	Male
Addiction Services	3	14	18	22	23	44	36	62	30	24	276	0.5%	218	58
Assessment & Rehabilitation	34	162	307	173	147	210	231	321	320	192	2,097	3.9%	1,903	194
Child Health, incl. Neonatology	89	452	459	363	309	345	313	350	253	161	3,094	5.7%	3,025	69
Continuing Care (elderly)	44	472	1,325	565	378	485	506	628	719	560	5,682	10.4%	5,098	584
District Nursing	7	78	135	128	134	187	231	280	287	144	1,611	3.0%	1,556	55
Emergency & Trauma	66	474	580	394	323	424	361	353	270	113	3,358	6.2%	2,931	426
Family Planning/Sexual Health	1	9	25	22	21	28	42	36	24	24	232	0.4%	228	4
Intellectually Disabled	1	15	29	13	19	16	41	52	49	33	268	0.5%	221	47
Intensive Care/Cardiac Care	42	346	496	344	243	290	283	260	157	73	2,534	4.7%	2,213	321
Medical	141	645	1,171	668	501	615	595	732	587	341	5,996	11.0%	5,377	618
Mental Health (community)	13	122	137	155	194	366	379	466	403	254	2,489	4.6%	1,893	596
Mental Health (inpatients)	49	212	224	213	224	258	269	331	322	214	2,316	4.3%	1,737	578
Nursing Administration & Management	1	27	109	148	177	341	427	575	483	245	2,533	4.7%	2,288	243
Nursing Education	-	24	100	134	160	257	272	304	288	178	1,717	3.2%	1,579	138
Nursing Professional Advice/Policy	-	2	9	23	42	70	87	121	91	64	509	0.9%	463	46
Nursing Research	-	22	32	42	39	62	57	74	72	32	432	0.8%	408	24
Obstetrics/Maternity	3	69	181	80	58	82	105	136	140	87	941	1.7%	896	45
Occupational Health	4	23	42	33	36	69	71	122	92	56	548	1.0%	513	35
Oncology	10	87	117	86	60	94	88	108	66	36	752	1.4%	707	45
Palliative Care	3	56	123	105	105	153	183	279	277	229	1,513	2.8%	1,414	99
Perioperative Care (Theatre)	82	372	664	448	330	484	421	454	415	239	3,909	7.2%	3,489	419
Practice Nursing	14	138	235	193	247	371	405	551	513	351	3,018	5.5%	2,965	53
Primary Health Care	54	351	498	439	426	615	653	732	570	357	4,695	8.6%	4,498	196
Public Health	5	47	85	85	90	124	125	128	118	61	868	1.6%	836	32
School Health	2	15	12	23	35	59	48	59	31	17	301	0.6%	297	4
Surgical	195	868	1,082	716	585	710	659	742	597	387	6,541	12.0%	6,062	479
Youth Health	2	16	18	27	32	32	24	35	27	10	223	0.4%	219	4
Other	21	253	557	392	364	593	628	760	692	429	4,689	8.6%	4,350	338
Unstated	1,239	838	633	259	200	161	84	38	22	3	3,477	6.4%	3,156	321
<b>All practice areas</b>	<b>2,047</b>	<b>5,412</b>	<b>7,934</b>	<b>5,237</b>	<b>4,483</b>	<b>6,033</b>	<b>6,086</b>	<b>7,142</b>	<b>6,252</b>	<b>3,830</b>	<b>54,456</b>		<b>49,459</b>	<b>4,990</b>

<sup>16</sup> This table includes items where nurses could give more than one answer. Nurses who identified as gender diverse are included within values for 'All age groups'. See Chapter One of this Report for further discussion of these issues.

Table 7 shows the age and gender distribution of the nursing workforce within different employment settings. The largest of these was the Acute DHB setting (39% of the nursing workforce reported working in this area), followed by Primary Health Care/Community (15%), and DHB (other) and Rest Home/Residential Care (both 11%). The smallest setting was Pacific Health Service Provider (N = 80, less than 1%). The largest groups of male nurses were employed in the Acute DHB (48% of male nurses), Rest Home/Residential Care (13%) and Community and Other DHB settings (both 12%). The settings with the largest percentages of male nurses in their workforce were Government Agency (19% of this workforce was male), Nursing Agency (14%), and Rest Home/Residential Care, Acute and Community DHB (all 11%). The setting with the smallest male presence was Primary Health Care/Community (3%).

The setting with the largest percentage of nurses aged under 40 was Rest Home/Residential Care (47%), followed by Acute DHB (44%) and Nursing Agency (34%). As with practice areas, however, 27% of nurses aged under 30 did not declare a practice area, including 60% of those aged under 25. There were six settings where over half the workforce was aged under 50: the Acute DHB (64% aged 49 or younger), Rest Home/Residential Care (62%), and Government Agency, Other DHB, Nursing Agency and Private Hospital (all 51%). This represents a notable increase on 2017, where only three settings had a primarily under-50 workforce. The setting where the greatest percentage of the workforce was aged 50 or older was Self-Employed (72%), followed by Educational Institution and Pacific Health Service Provider (both 63%).

Table 7. Gender and age distribution of the total nursing workforce by employment setting<sup>17</sup>

Employment setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups	% of Workforce	Female	Male
DHB (acute)	585	2,701	3,679	2,478	1,943	2,430	2,193	2,411	1,963	1,055	21,438	39.4%	19,038	2,396
DHB (community)	40	271	370	383	474	690	764	990	919	523	5,424	10.0%	4,805	619
DHB (other)	54	435	838	565	476	699	760	931	827	478	6,063	11.1%	5,450	612
Educational Institution	1	24	48	80	123	179	184	239	228	118	1,224	2.2%	1,137	87
Government Agency	4	39	90	46	49	97	98	102	71	40	636	1.2%	513	123
Māori Health Service Provider	8	27	32	43	57	79	99	98	64	72	579	1.1%	535	44
Nursing Agency	9	64	156	80	64	88	113	123	115	94	906	1.7%	781	125
Pacific Health Service Provider	1	3	5	7	6	8	12	9	13	16	80	0.1%	73	7
Primary Health Care/Community	63	509	744	673	712	1,036	1,163	1,441	1,203	760	8,304	15.2%	8,062	240
Private Hospital	46	293	469	389	375	512	520	576	561	374	4,115	7.6%	3,872	242
Rest Home/Residential Care	39	568	1,569	592	390	476	481	597	678	518	5,908	10.8%	5,246	662
Rural	7	48	65	36	60	78	85	154	140	66	739	1.4%	703	36
Self-Employed	1	14	27	56	64	120	164	192	210	175	1,023	1.9%	935	88
Other	16	176	386	306	311	530	621	838	715	545	4,444	8.2%	4,179	265
Unstated	1,230	783	536	254	204	150	77	41	17	10	3,302	6.1%	3,015	287
<b>All settings</b>	<b>2,047</b>	<b>5,412</b>	<b>7,934</b>	<b>5,237</b>	<b>4,483</b>	<b>6,033</b>	<b>6,086</b>	<b>7,142</b>	<b>6,252</b>	<b>3,830</b>	<b>54,456</b>		<b>49,459</b>	<b>4,990</b>

<sup>17</sup> This table includes items where nurses could give more than one answer. Nurses who identified as gender diverse are included within values for 'All age groups'. See Chapter One of this Report for further discussion of these issues.

Table 8 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 = 424, just under 1% and the only region to shrink since 2017). *Auckland's* workforce included the largest percentage of nurses aged under 40 (43%), followed by *Waikato* (36%) and *Wellington* (34%). In contrast, the region with the highest percentage of nurses aged 50 or over was the *West Coast* (64%), followed by *Nelson-Marlborough* (56%), and then a cluster of regions where the percentage ranged from 50% to 52%: *Otago*, *Hawkes Bay*, *Bay of Plenty*, *Canterbury* and *Northland*. As with practice areas and employment settings, a high percentage of those under 30 did not state a geographic region (27%; 60% of those under 25).

**Table 8: Age and gender distribution of the total nursing workforce by geographic region<sup>18</sup>**

Region	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups	% of Workforce	Female	Male
Auckland	298	1,731	2,813	1,694	1,277	1,658	1,599	1,692	1,418	966	<b>15,146</b>	27.8%	13,552	1,593
Bay of Plenty	35	222	389	286	303	471	439	536	502	297	<b>3,480</b>	6.4%	3,244	236
Canterbury	128	702	921	679	538	795	889	1,177	1,100	574	<b>7,503</b>	13.8%	6,889	611
Hawkes Bay	21	142	197	166	160	249	268	322	236	180	<b>1,941</b>	3.6%	1,830	111
Manawatu-Whanganui	32	207	353	285	249	336	371	440	365	191	<b>2,829</b>	5.2%	2,570	259
Nelson-Marlborough	10	96	155	111	127	191	236	278	253	129	<b>1,586</b>	2.9%	1,453	133
Northland	16	126	274	199	172	229	274	301	281	165	<b>2,037</b>	3.7%	1,842	195
Otago	41	187	366	227	204	276	299	410	403	204	<b>2,617</b>	4.8%	2,333	284
Southland	12	97	128	114	116	140	137	164	139	95	<b>1,142</b>	2.1%	1,079	63
Tairāwhiti	8	32	59	52	62	77	64	84	58	67	<b>563</b>	1.0%	532	31
Taranaki	25	95	157	121	113	197	151	198	177	94	<b>1,328</b>	2.4%	1,236	91
Waikato	113	456	755	464	401	562	581	645	553	375	<b>4,905</b>	9.0%	4,437	467
Wellington	78	509	787	579	549	686	669	779	672	436	<b>5,744</b>	10.5%	5,153	590
West Coast	4	29	50	19	17	34	38	90	87	56	<b>424</b>	0.8%	374	50
Unstated	1,226	781	530	241	195	132	71	26	8	1	<b>3,211</b>	5.9%	2,935	276
<b>All Regions</b>	<b>2,047</b>	<b>5,412</b>	<b>7,934</b>	<b>5,237</b>	<b>4,483</b>	<b>6,033</b>	<b>6,086</b>	<b>7,142</b>	<b>6,252</b>	<b>3,830</b>	<b>54,456</b>		<b>49,459</b>	<b>4,990</b>

<sup>18</sup> Nurses who identified as gender diverse are included within values for 'All age groups'. See Chapter One of this Report for further discussion of this issue.

## 2.3 Ethnicity of the Nursing Workforce

The largest single ethnic group in the New Zealand nursing workforce was *New Zealand European/Pākehā*; 59% 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* (13%), followed by *Filipino* (10%) and then *New Zealand Māori* and *Indian* (both 8%). Four per cent of the workforce identified with at least one Pacific ethnic group. Eleven per cent of nurses stated multiple ethnic identifications: 5,500 provided two ethnicities, and 629 provided three. Chapters 6 and 7 provide additional data on those nurses who identified as *New Zealand Māori* or with a Pacific ethnic group.

Table 9 shows the ethnic identification of nurses in different practice areas. The areas with the greatest percentage of Māori nurses in their workforce were *Youth Health* (16%), *Community Mental Health* (15%), and *Inpatients Mental Health* (14%). The areas with the greatest presence of nurses identifying with at least one Pacific ethnicity were *Inpatients Mental Health* (8%) and *School Health* (7%), followed by *Public Health* and nursing for people with intellectual disabilities (both 6%). Conversely, the practice areas with the lowest percentage of nurses who identified as *New Zealand European/Pākehā* were *Continuing Care (elderly)* (41%), *Obstetrics/Maternity* (50%), *Medical* (51%) and *Intensive Care/Cardiac Care* (54%), while the area with the highest was *Occupational Health* (78%), followed by *District Nursing* and *Family Planning/Sexual Health* (both 75%).

Those nurses who identified as *Other European* were most commonly working in *Surgical* nursing (11%), followed by *Other* areas (10%) and *Medical* (9%). Nurses who identified as *Filipino* most commonly worked in *Continuing Care (elderly)* (25%), with significant concentrations also working in *Medical* nursing (18%), and *Surgical* and *Perioperative Care (Theatre)* (both 12%). *Indian*-identifying nurses were most commonly working in *Continuing Care (elderly)* (22%), followed by *Medical* (18%) and *Surgical* nursing (13%).

Table 9 Practice area of the total nursing workforce by ethnicity<sup>19</sup>

Practice area	NZ European/ Pākehā	Other European	NZ Māori	Samoa	Cook Island Māori	Tongan	Niuean	Tokelauan	Fijian	Other Pacific Peoples	Filipino	Other SE Asian	Chinese	Indian	Other Asian	African	Other	Unstated	All ethnicities
Addition Services	190	53	36	4	1	2	-	-	1	1	3	1	1	16	2	2	13	1	276
Assessment & Rehabilitation	1,195	270	156	35	7	14	4	3	31	6	223	12	34	243	30	28	72	-	2,097
Child Health, incl. neonatology	2,082	491	220	33	12	17	9	3	32	10	188	10	53	175	24	26	127	-	3,094
Continuing Care (elderly)	2,357	448	322	53	12	48	4	5	93	23	1,350	66	144	947	108	110	206	5	5,682
District Nursing	1,216	250	122	15	7	3	2	1	10	3	59	2	21	44	10	13	39	3	1,611
Emergency & Trauma	2,170	507	283	27	5	14	4	1	29	8	328	31	49	175	47	23	149	2	3,358
Family Planning/ Sexual Health	174	42	19	3	1	1	-	-	1	1	3	-	6	4	1	1	12	-	232
Intellectually Disabled	161	65	24	6	2	-	1	3	1	2	13	-	1	11	-	4	12	-	268
Intensive Care/Cardiac Care	1,379	426	128	18	3	5	3	2	30	8	268	22	62	301	44	19	136	1	2,534
Medical	3,035	607	394	79	28	69	14	16	120	19	976	64	142	767	106	68	255	2	5,996
Mental Health (community)	1,519	596	383	52	18	25	14	6	23	10	26	6	34	54	12	27	134	-	2,489
Mental Health (inpatients)	1,324	373	333	66	19	23	11	11	54	9	82	14	65	166	23	40	124	1	2,316
Nursing Administration & Management	1,820	478	219	29	12	7	4	3	18	6	75	9	22	84	16	18	111	-	2,533
Nursing Education	1,213	350	136	18	4	9	1	2	17	6	25	3	22	54	10	15	97	-	1,717
Nursing Professional Advice/Policy	379	107	61	2	-	1	1	-	5	1	7	1	3	9	4	8	24	-	509
Nursing Research	279	80	23	6	1	2	-	-	-	1	26	4	15	9	6	3	31	-	432
Obstetrics/Maternity	470	115	39	9	2	5	-	-	15	5	224	12	11	94	6	16	44	-	941
Occupational Health	427	93	40	2	1	-	-	-	3	1	13	-	2	10	1	5	23	-	548
Oncology	492	117	25	5	-	-	1	3	7	3	60	5	16	40	15	6	29	-	752
Palliative Care	1,004	262	100	13	2	7	1	1	8	3	111	10	32	74	16	17	67	-	1,513
Perioperative Care (Theatre)	2,233	499	183	27	9	9	4	2	37	8	631	39	136	241	86	50	181	-	3,909
Practice Nursing	2,227	409	220	31	14	18	11	3	48	11	54	10	64	113	25	26	122	-	3,018
Primary Health Care	3,160	615	603	77	32	49	15	16	63	16	171	19	135	185	44	46	186	1	4,695
Public Health	542	121	116	25	9	8	4	2	9	3	28	7	19	47	13	7	45	-	868
School Health	221	49	34	10	3	4	1	2	3	3	3	1	1	7	-	1	6	-	301
Surgical	3,945	753	362	65	27	43	12	9	107	26	663	37	188	566	121	71	310	6	6,541
Youth Health	167	34	35	6	1	1	-	-	3	-	-	-	1	3	-	3	10	-	223
Other	3,020	686	359	35	22	15	5	7	52	13	443	41	84	285	53	55	247	2	4,689
Unstated	1,627	146	366	80	25	45	5	5	56	8	332	27	107	392	101	62	128	15	3,477
<b>All practice areas</b>	<b>32,296</b>	<b>7,102</b>	<b>4,206</b>	<b>685</b>	<b>228</b>	<b>370</b>	<b>108</b>	<b>86</b>	<b>718</b>	<b>160</b>	<b>5,472</b>	<b>381</b>	<b>1,263</b>	<b>4,345</b>	<b>778</b>	<b>618</b>	<b>2,364</b>	<b>34</b>	<b>54,456</b>

<sup>19</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

Table 10 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* (61%). Following this the settings with the greatest presence of Māori nurses were *Rural* (14%), and *Community DHB* and *Pacific Health Service Provider* (both 11%). 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 71% of the workforce; the next highest percentages were in the *Nursing Agency* (7%) and *Māori Health Service Provider* (6%) settings. Conversely, the settings with the lowest percentage of nurses who identified as *New Zealand European/Pākehā* were *Pacific Health Service Provider* (26%), *Rest Home/Residential Care* (38%), *Māori Health Service Provider* (43%), and *Nursing Agency* (45%), while the setting with the highest was *Self-Employed* (78%).

Those nurses who identified as *Other European* were most commonly working in *Acute DHB* settings (40%), followed by *Primary Health Care/Community* (16%) and *Community DHB* (14%) settings. Nurses who identified as *Filipino* most commonly worked in *Acute DHB* settings (45%), followed by *Rest Home/Residential Care* (29%) and *Other DHB* (11%) settings. *Indian*-identifying nurses were most commonly working in *Acute DHB* settings (45%), followed by *Rest Home/Residential Care* (24%) and *Other DHB* (12%) settings.

Table 10: Employment settings of the total nursing workforce by ethnicity<sup>20</sup>

Employment setting	NZ European/Pākehā		Other European		NZ Māori		Cook Island Māori		Tongan		Niuean		Tokelauan		Fijian		Other Pacific Peoples		Filipino		Other SE Asian		Chinese		Indian		Other Asian		African		Other Unstated ethnicities		All	
DHB (acute)	12,337	2,806	1,431	257	86	142	48	30	327	58	2,436	179	553	1,970	374	213	946	8	21,438															
DHB (community)	3,617	1,012	620	115	27	46	21	12	54	18	128	29	89	180	34	50	234	3	5,424															
DHB (other)	3,491	871	507	93	22	46	10	22	80	29	616	41	143	513	88	81	331	1	6,063															
Educational Institution	879	252	102	16	5	5	-	1	10	4	16	2	16	31	5	9	74	-	1,224															
Government Agency	384	101	56	7	2	4	1	-	9	1	53	-	11	53	6	8	28	-	636															
Māori Health Service Provider	249	69	356	10	14	2	3	6	5	4	6	1	1	8	2	1	25	-	579															
Nursing Agency	404	115	69	19	6	11	3	3	23	4	118	11	29	121	22	42	48	3	906															
Pacific Health Service Provider	21	4	9	23	5	25	5	3	3	5	-	-	2	1	-	1	3	-	80															
Primary Health Care/Community	6,031	1,170	741	97	41	55	24	11	100	22	215	32	190	261	70	73	349	2	8,304															
Private Hospital	2,659	636	163	23	7	27	3	2	58	15	360	27	106	239	55	56	204	2	4,115															
Rest Home/Residential Care	2,253	430	308	47	14	35	2	4	96	21	1,610	65	150	1,055	102	113	195	4	5,908															
Rural	535	139	104	2	1	3	-	1	5	3	15	2	4	19	1	5	32	-	739															
Self-Employed	798	171	77	5	3	3	1	-	6	4	19	2	15	17	8	9	47	-	1,023															
Other	3,084	722	337	43	17	19	7	6	46	11	233	21	61	178	39	52	253	-	4,444															
Unstated	1,624	142	352	71	24	42	5	6	50	8	255	26	102	353	96	53	119	17	3,302															
<b>All settings</b>	<b>32,296</b>	<b>7,102</b>	<b>4,206</b>	<b>685</b>	<b>228</b>	<b>370</b>	<b>108</b>	<b>86</b>	<b>718</b>	<b>160</b>	<b>5,472</b>	<b>381</b>	<b>1,263</b>	<b>4,345</b>	<b>778</b>	<b>618</b>	<b>2,364</b>	<b>34</b>	<b>54,456</b>															

<sup>20</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

Table 11 describes the main practising region and ethnic identification of nurses. The regional workforce with the largest percentage of nurses who identified as Māori was *Tairāwhiti* (31%), followed by *Northland* (19%) and *Bay of Plenty* (14%). The region with the greatest presence of nurses identifying with at least one Pacific ethnicity was *Auckland* (8%), followed by *Wellington* (6%) and *Waikato* (3%). In other regions, 2% or less of the workforce identified with Pacific ethnicities. Conversely, the regional workforces with the lowest percentage of nurses who identified as *New Zealand European/Pākehā* were *Auckland* (44%), followed by *Waikato* (58%), and *Wellington* and *Northland* (both 60%); the region with the highest was *Southland* (82%).

Those nurses who identified as *Other European* were most commonly working in *Auckland* (29%), followed by *Canterbury* (14%) and *Wellington* (12%). Nurses who identified as *Filipino* most commonly worked in *Auckland* (44%), followed by *Wellington* and *Canterbury* (both 12%). Forty-two per cent of *Indian*-identifying nurses were working in *Auckland*, with the next most common regions being *Waikato* (12%) and *Wellington* (8%).

Table 11: **Geographic distribution of the total nursing workforce by ethnicity**<sup>21</sup>

Region	NZ European/ Pākehā		Other European		NZ Māori		Cook Island Māori		Tongan		Niuean		Tokelauan		Fijian		Other Pacific Peoples		Filipino		SE Asian		Other Asian		Indian		Chinese		Other Asian		African		Other Unstated ethnicities		All Unstated ethnicities	
Auckland	6,605	2,044	664	341	99	242	78	18	448	71	2,414	169	749	1,837	413	247	875	5	15,146																	
Bay of Plenty	2,256	545	484	16	14	7	4	4	17	3	272	18	20	174	17	21	120	1	3,480																	
Canterbury	5,358	1,019	324	32	8	11	4	-	21	5	642	30	94	249	64	64	280	2	7,503																	
Hawkes Bay	1,399	259	235	14	7	-	-	-	3	4	80	3	15	85	7	10	70	2	1,941																	
Manawatu-Whanganui	1,961	321	298	13	6	8	-	1	12	9	115	15	26	238	25	28	105	1	2,829																	
Nelson-Marlborough	1,169	286	102	5	3	2	-	1	6	2	97	3	4	37	3	9	57	1	1,586																	
Northland	1,221	309	386	15	7	1	1	-	16	4	120	14	15	198	16	22	80	-	2,037																	
Otago	1,867	382	102	10	5	7	-	3	6	2	179	7	18	155	16	24	95	1	2,617																	
Southland	933	81	97	4	3	-	-	-	1	1	68	5	6	26	3	2	21	-	1,142																	
Tairāwhiti	365	61	172	4	2	5	-	-	2	1	24	-	1	22	1	1	19	-	563																	
Taranaki	996	157	135	3	1	1	-	-	2	-	69	6	7	80	5	3	36	-	1,328																	
Waikato	2,863	610	426	19	21	6	8	6	66	21	486	29	106	522	65	58	203	2	4,905																	
Wellington	3,430	830	410	136	30	36	8	48	69	27	646	57	100	342	53	69	267	5	5,744																	
West Coast	312	66	25	1	-	-	-	-	-	2	11	1	4	26	-	6	24	-	424																	
Unstated	1,561	132	346	72	22	44	5	5	49	8	249	24	98	354	90	54	112	14	3,211																	
<b>All regions</b>	<b>32,296</b>	<b>7,102</b>	<b>4,206</b>	<b>685</b>	<b>228</b>	<b>370</b>	<b>108</b>	<b>86</b>	<b>718</b>	<b>160</b>	<b>5,472</b>	<b>381</b>	<b>1,263</b>	<b>4,345</b>	<b>778</b>	<b>618</b>	<b>2,364</b>	<b>34</b>	<b>54,456</b>																	

<sup>21</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

# 03

## (Te) Ohu Mahi Kaimahi Tapuhi/ The Nurse Practitioner Workforce

Nurse Practitioners also hold a Registered Nurse registration and are considered the most advanced clinical practitioners in nursing. In earlier years, each Nurse Practitioner had an individually defined area of clinical practice linked to their registration in this scope. This was changed on 1 April 2017, and Nurse Practitioners are now able to practise within their full range of expertise and competence.

At 31 March 2019 there were 365 Nurse Practitioners actively practising in New Zealand, representing an increase of 128 on the 237 practising in New Zealand at 31 March 2017. This equals seven Nurse Practitioners per 100,000 New Zealanders, or one Nurse Practitioner for every 13,582 New Zealanders.

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

### 3.1 Age, Gender and Ethnicity of Nurse Practitioners

The Nurse Practitioner workforce's gender balance was similar to that of the nursing workforce as a whole, with 8% 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. Sixty-two per cent were aged 50 or older compared with 43% of the entire workforce, and the mean age was 51.2 (median of 52) compared with 45.6 (median of 46) for all nurses.

**Table 12: Age and gender distribution of the Nurse Practitioner workforce**

	<35	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups
Female Nurse Practitioners	10	21	37	56	76	89	39	8	<b>336</b>
Male Nurse Practitioners	2	3	3	6	3	9	3	-	<b>29</b>
<b>All Nurse Practitioners</b>	<b>12</b>	<b>24</b>	<b>40</b>	<b>62</b>	<b>79</b>	<b>98</b>	<b>42</b>	<b>8</b>	<b>365</b>

In keeping with the older age profile and nature of the Nurse Practitioner scope, the vast majority (85%) of these nurses had been practising for over 15 years. However, this trend was not as pronounced amongst male practitioners, only 62% of whom had been practising for as long.

**Table 13: Years in practice of the Nurse Practitioner workforce**

	10 years or fewer	11 - 15 years	Over 15 years	All responding
Female Nurse Practitioners	17	35	284	<b>336</b>
Male Nurse Practitioners	3	8	18	<b>29</b>
<b>All Nurse Practitioners</b>	<b>20</b>	<b>43</b>	<b>302</b>	<b>365</b>

Table 14 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 = 137; 38%), while no Nurse Practitioners listed their practice area(s) as nursing for people with intellectual disabilities. Forty-seven Nurse Practitioners identified with multiple ethnicities: 41 with two ethnic groups and six with three. Thirty-four identified as *New Zealand Māori*, and seven as being from at least one Pacific ethnic group.

**Table 14: Practice areas of the Nurse Practitioner workforce by ethnicity<sup>22</sup>**

Practice area	NZ European/ Pākehā	Other European	NZ Māori	Cook Island Māori	Tongan	Fijian	Other Pacific Peoples	Asian	Other	All ethnicities
Addiction Services	3	-	1	-	-	-	-	-	-	3
Assessment & Rehabilitation	8	3	1	-	-	-	-	1	1	10
Child Health, incl. Neonatology	25	12	2	-	-	-	-	-	3	35
Continuing Care (elderly)	13	5	-	-	-	1	-	4	2	22
District Nursing	3	-	-	-	-	-	-	-	-	3
Emergency & Trauma	37	16	2	-	-	-	-	2	3	54
Family Planning/ Sexual Health	7	1	1	-	-	1	-	-	1	10
Intellectually Disabled	-	-	-	-	-	-	-	-	-	0
Intensive Care/Cardiac Care	6	2	1	-	-	-	-	-	-	7
Medical	28	10	2	-	2	-	-	2	4	44
Mental Health (community)	14	6	2	-	-	-	-	1	-	20
Mental Health (inpatients)	2	-	-	-	-	-	-	-	-	2
Nursing Administration & Management	7	1	4	-	-	-	-	-	-	10
Nursing Education	22	6	3	-	1	-	-	-	2	31
Nursing Professional Advice/Policy	6	1	-	-	-	-	-	-	1	6
Nursing Research	2	4	-	-	-	-	-	-	-	5
Obstetrics/Maternity	1	-	-	-	-	-	-	-	-	1
Occupational Health	1	-	-	-	-	-	-	-	-	1
Oncology	5	1	-	-	-	-	-	-	-	6
Palliative Care	10	7	-	-	-	-	-	-	1	16
Perioperative Care (Theatre)	2	1	-	-	-	-	-	-	-	3
Practice Nursing	11	2	2	-	-	-	-	-	1	15
Primary Health Care	98	25	25	1	-	-	-	3	11	137
Public Health	-	1	1	-	-	-	-	-	-	2
School Health	1	-	-	-	-	-	1	-	-	1
Surgical	13	3	-	-	-	-	-	1	-	15
Youth Health	11	2	1	-	-	-	-	-	1	13
Other	28	10	4	2	-	-	-	-	4	42
Unstated	1	-	-	-	-	-	-	-	-	1
<b>All practice areas</b>	<b>257</b>	<b>86</b>	<b>34</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>12</b>	<b>22</b>	<b>365</b>

<sup>22</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

### 3.2 Qualifications of Nurse Practitioners

Table 15 presents the qualification that first entitled Nurse Practitioners to gain entry to the New Zealand Register of Nurses, and the time period in which they gained that qualification.<sup>23</sup> Just under a fifth (19%) of Nurse Practitioners obtained a Hospital Certificate as their initial registration qualification, and 24% gained their first nursing qualification before 1985 (7% gained this before 1980). This reflects the age distribution shown earlier in Table 12.

**Table 15: Registration qualification types of the Nurse Practitioner workforce by year gained**

Qualification	Before 1975	1975-1979	1980-1984	1985-1989	1990-1994	1995-1999	2000-2004	2005 or later	All years
Bachelor of Nursing	-	-	-	-	2	14	31	31	78
Diploma of Nursing	-	1	15	31	40	6	1	-	94
Hospital Certificate	5	17	34	14	1	-	-	-	71
Overseas Qualification	2	2	13	20	14	20	18	15	104
Other	0	0	0	0	2	4	7	5	18
<b>All qualifications</b>	<b>7</b>	<b>20</b>	<b>62</b>	<b>65</b>	<b>59</b>	<b>44</b>	<b>57</b>	<b>51</b>	<b>365</b>

Table 16 shows the country or region 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. Just over a quarter (28%) of Nurse Practitioners gained their registration qualification in a country other than New Zealand.

**Table 16: Countries of registration qualification of the Nurse Practitioner workforce by ethnicity<sup>24</sup>**

Country/region of qualification	NZ European/Pākehā	Other European	NZ Māori	Cook Island Māori	Tongan	Fijian	Other Pacific	Asian	Other ethnicities	All
New Zealand	230	15	32	2	2	1	1	4	7	261
Australia	5	8	1	-	-	-	-	-	-	13
United Kingdom	14	49	1	-	-	-	-	-	4	59
North America	4	7	-	-	-	-	-	-	5	12
Other	4	7	-	-	-	1	-	8	6	20
<b>All countries/regions</b>	<b>257</b>	<b>86</b>	<b>34</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>12</b>	<b>22</b>	<b>365</b>

<sup>23</sup> In addition to their registration qualification, all Nurse Practitioners are required to have a master's degree or the equivalent.

<sup>24</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

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

Table 17 shows the ethnic identification of Nurse Practitioners practising in different employment settings. The two employment settings with the largest Nurse Practitioner workforces were *Primary Health Care/Community*, where 42% of all practitioners worked, and *Acute DHB* (32%) – although 39% of Nurse Practitioners reported working in multiple settings. No practitioners reported working in a *Pacific Health Service Provider*.

**Table 17: Employment settings of the Nurse Practitioner workforce by ethnicity<sup>25</sup>**

Employment setting	NZ European/ Pākehā	Other European	NZ Māori	Cook Island Māori	Tongan	Fijian	Other Pacific Peoples	Asian	Other	All ethnicities
DHB (acute)	83	29	3	-	1	-	-	2	6	115
DHB (community)	47	13	6	-	1	2	-	4	3	66
DHB (other)	25	9	1	1	-	-	-	-	2	32
Educational Institution	22	6	4	-	-	-	-	-	2	32
Government Agency	2	1	-	-	-	-	1	-	-	3
Māori Health Service Provider	10	1	9	1	-	-	-	-	2	18
Pacific Health Service Provider	-	-	-	-	-	-	-	-	-	0
Primary Health Care/Community	113	31	19	1	1	-	1	5	13	155
Private Hospital	5	3	-	-	-	-	-	2	-	9
Rest Home/Residential Care	7	2	-	-	-	-	-	3	1	11
Rural	20	5	7	-	1	-	-	-	1	27
Self-Employed	11	5	2	-	-	-	-	1	-	18
Other	14	8	3	-	-	-	-	-	1	20
<b>All settings</b>	<b>257</b>	<b>86</b>	<b>34</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>12</b>	<b>22</b>	<b>365</b>

Table 18 describes the total FTE-equivalent workloads that Nurse Practitioners reported working in an average week.<sup>26</sup> Fifty-eight per cent reported working between 0.9 and 1.1 FTE, with 34% reporting that they worked less than a 0.9 FTE load in an average week, and 8% that they worked 1.1 FTE or more. The mean reported FTE was 0.92.

**Table 18: 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+
Number of Nurse Practitioners	15	19	23	67	35	167	8	10	11	1	1	7

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

<sup>26</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 19 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 20 describes the practice areas of Nurse Practitioners broken down by the region in which they reported primarily working. The largest group (25% of the Nurse Practitioner workforce) was based in *Auckland*, followed by *Manawatu-Whanganui* (11%), and *Wellington* and *Bay of Plenty* (both 10%).

Table 19: Geographic distribution of the Nurse Practitioner workforce by employment settings<sup>27</sup>

Region	DHB (acute)	DHB (community)	DHB (other)	Educational Institution	Government Agency	Māori Health Service Provider	Pacific Health Service Provider	Primary Health Care/Community	Private Hospital	Rest Home/Residential Care	Rural	Self-Employed	Other	All settings
Auckland	41	20	12	11	-	-	-	20	3	6	1	7	4	91
Bay of Plenty	11	5	2	1	-	5	-	16	4	2	2	-	-	36
Canterbury	9	4	1	8	-	-	-	16	-	1	4	2	-	28
Hawkes Bay	7	4	2	1	-	2	-	8	-	-	-	2	-	19
Manawatu-Whanganui	6	5	3	1	1	-	-	27	-	-	4	1	7	40
Nelson-Marlborough	3	3	-	1	-	1	-	10	1	-	1	-	3	17
Northland	2	-	1	1	-	5	-	13	-	-	5	-	1	19
Otago	4	5	1	1	-	1	-	5	-	-	2	-	-	16
Southland	2	3	2	-	-	1	-	7	-	2	5	3	-	16
Tairāwhiti	1	1	-	-	-	-	-	3	-	-	-	-	1	4
Taranaki	2	1	1	-	-	1	-	2	-	-	-	-	-	5
Waikato	13	5	2	4	2	1	-	13	-	-	-	3	2	34
Wellington	13	9	5	3	-	1	-	15	1	-	2	-	2	38
West Coast	1	1	-	-	-	-	-	-	-	-	1	-	-	2
<b>All regions</b>	<b>115</b>	<b>66</b>	<b>32</b>	<b>32</b>	<b>3</b>	<b>18</b>	<b>0</b>	<b>155</b>	<b>9</b>	<b>11</b>	<b>27</b>	<b>18</b>	<b>20</b>	<b>365</b>

<sup>27</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

Table 20: Practice areas of the Nurse Practitioner workforce by region of employment<sup>28</sup>

Practice area	Auckland	Bay of Plenty	Canterbury	Hawkes Bay	Manawatu-Whanganui	Nelson-Marlborough	Northland	Otago	Southland	Tairāwhiti	Taranaki	Waikato	Wellington	West Coast	All regions
Addiction Services	-	1	-	-	-	-	-	-	-	-	-	1	1	-	3
Assessment & Rehabilitation	5	-	1	-	-	1	-	-	-	-	1	1	1	-	10
Child Health, incl. Neonatology	16	-	2	1	2	-	2	1	-	-	-	7	4	-	35
Continuing Care (elderly)	10	1	1	1	-	-	-	-	2	-	1	3	3	-	22
District Nursing	-	-	-	-	1	-	1	-	-	-	-	-	1	-	3
Emergency & Trauma	20	3	3	4	2	2	2	3	4	1	-	3	6	1	54
Family Planning/Sexual Health	2	1	1	1	1	2	1	1	-	-	-	-	-	-	10
Intellectually Disabled	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Intensive Care/Cardiac Care	6	-	-	-	1	-	-	-	-	-	-	-	-	-	7
Medical	13	7	3	2	8	1	2	-	-	-	2	4	2	-	44
Mental Health (community)	4	3	2	-	-	1	-	4	1	-	-	1	3	1	20
Mental Health (inpatients)	-	1	1	-	-	-	-	-	-	-	-	-	-	-	2
Nursing Administration & Management	2	1	1	1	2	1	-	-	-	-	-	-	2	-	10
Nursing Education	10	2	6	1	3	1	1	-	-	-	-	5	2	-	31
Nursing Professional Advice/Policy	1	-	-	-	1	-	-	-	-	-	-	2	1	1	6
Nursing Research	3	-	-	-	-	-	-	-	-	-	-	1	1	-	5
Obstetrics/Maternity	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Occupational Health	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Oncology	1	1	1	-	-	1	-	1	-	1	-	-	-	-	6
Palliative Care	6	1	1	-	2	1	-	1	-	-	-	1	3	-	16
Perioperative Care (Theatre)	-	1	-	-	-	-	-	-	1	-	-	-	1	-	3
Practice Nursing	3	2	-	1	1	-	-	1	3	-	-	2	2	-	15
Primary Health Care	12	17	11	8	22	8	15	5	9	3	3	10	13	1	137
Public Health	-	-	-	1	-	-	-	-	1	-	-	-	-	-	2
School Health	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Surgical	4	4	1	1	-	1	1	1	-	-	-	-	2	-	15
Youth Health	5	-	2	1	1	-	-	-	1	1	1	-	1	-	13
Other	11	1	4	3	6	5	1	2	2	-	-	5	2	-	42
Unstated	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
<b>All practice areas</b>	<b>91</b>	<b>36</b>	<b>28</b>	<b>19</b>	<b>40</b>	<b>17</b>	<b>19</b>	<b>16</b>	<b>16</b>	<b>4</b>	<b>5</b>	<b>34</b>	<b>38</b>	<b>2</b>	<b>365</b>

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

# 04

## (Te) Ohu Kaimahi Tapuhi Rēhita/ The 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 a wide 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 2019 there were 51,700 Registered Nurses in the New Zealand nursing workforce, an increase of 1,767 on the 49,933 Registered Nurses practising in New Zealand at 31 March 2017. This equals 104 Registered Nurses per 10,000 New Zealanders, or one Registered Nurse for every 96 New Zealanders.

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

As Registered Nurses make up the largest group within the nursing workforce (95% of all practising nurses were RNs), the age and gender profile of these nurses was very similar to that of the nursing profession as a whole. Forty-one per cent of Registered Nurses were aged 50 or older, while only 9% were male. As illustrated in Figure 2, male RNs had a younger age profile than female RNs. The mean age of all Registered Nurses was 45.2 (median of 46), with the mean age of female RNs being 45.5 (median of 46) and the mean age of male RNs being 42.3 (median of 38).

Table 21: Age and gender distribution of the Registered Nurse workforce<sup>29</sup>

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups
Female Registered Nurses	1,859	4,785	6,407	4,521	4,008	5,391	5,354	6,114	5,200	3,193	<b>46,832</b>
% of all female Registered Nurses	4.0%	10.2%	13.7%	9.7%	8.6%	11.5%	11.4%	13.1%	11.1%	6.8%	
Male Registered Nurses	110	460	1,374	592	345	469	446	442	411	212	<b>4,861</b>
% of all male Registered Nurses	2.3%	9.5%	28.3%	12.2%	7.1%	9.6%	9.2%	9.1%	8.5%	4.4%	
<b>All Registered Nurses</b>	<b>1,969</b>	<b>5,247</b>	<b>7,783</b>	<b>5,114</b>	<b>4,353</b>	<b>5,860</b>	<b>5,800</b>	<b>6,556</b>	<b>5,613</b>	<b>3,405</b>	<b>51,700</b>
<b>% of all Registered Nurses</b>	<b>3.8%</b>	<b>10.1%</b>	<b>15.1%</b>	<b>9.9%</b>	<b>8.4%</b>	<b>11.3%</b>	<b>11.2%</b>	<b>12.7%</b>	<b>10.9%</b>	<b>6.6%</b>	

<sup>29</sup> Nurses who identified as gender diverse are included within values for 'All Registered Nurses'. See Chapter One of this Report for further discussion of this issue.

Of the 95% who stated how long they had been practising as a nurse, 21% had been practising for fewer than six years, 29% had been practising for six to 15, and 50% had been practising for more than 15 years. In keeping with their younger age profile, 24% of male Registered Nurses had been practising for fewer than six years compared with 20% of female RNs, and 48% of male RNs had been practising for more than 10 years compared with 63% of female RNs.

Table 22: Years in practice of the Registered Nurse workforce<sup>29</sup>

	Under 1 Year	1-5 Years	6-10 Years	11-15 Years	Over 15 Years	All responding
Female Registered Nurses	420	8,529	7,308	5,221	22,811	44,289
% of all female Registered Nurses	1%	19%	17%	12%	52%	
Male Registered Nurses	45	1,068	1,325	539	1,667	4,644
% of all male Registered Nurses	1%	23%	29%	12%	36%	
<b>All Registered Nurses</b>	<b>465</b>	<b>9,600</b>	<b>8,634</b>	<b>5,761</b>	<b>24,480</b>	<b>48,940</b>
<b>% of all Registered Nurses</b>	<b>1.0%</b>	<b>19.6%</b>	<b>17.6%</b>	<b>11.8%</b>	<b>50.0%</b>	

Figure 2: Age distribution of male and female Registered Nurses

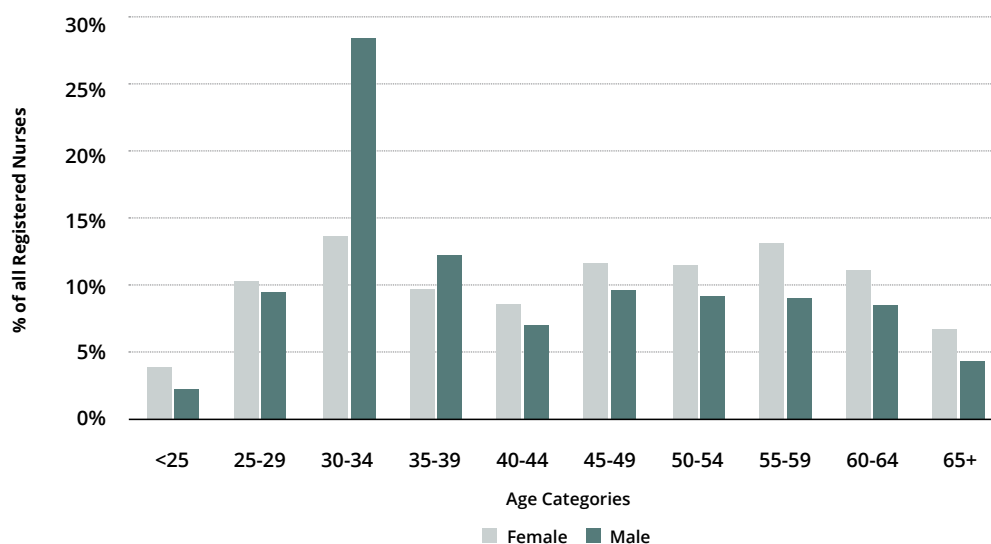


Table 23 shows the ethnic identification of Registered Nurses, along with the age profile of each ethnic group. The most common ethnicity in the RN workforce was *New Zealand European/Pākehā*; 59% of nurses identified with this ethnic group (either solely or in conjunction with one or two other ethnic groups). The next most common ethnic identification was *Other European* (13%), followed by *Filipino* (11%), and *New Zealand Māori* and *Indian* (both 8%). Four per cent of the workforce identified with at least one Pacific ethnic group. Eleven per cent of Registered Nurses stated multiple ethnic identifications: 5,237 recorded two ethnicities and 590 recorded three. Additional information about the Māori and Pacific workforces can be found in Chapters 6 and 7 respectively.

Registered Nurses from European backgrounds (whether Pākehā or non-Pākehā) have the oldest age profiles, with 58% of *Other European* and 51% of *New Zealand European/Pākehā* RNs being 50 or older, and the *Other European* group having the smallest percentage of RNs under 40 (18%). Twenty-nine per cent of *New Zealand European/Pākehā* nurses were aged under 40, but this level was shared with *Other Pacific Peoples* and *African* nurses, as well as nurses of *Other* ethnicity. The ethnic group with the youngest age profile was *Filipino*, only 7% of whom were 50 or older while 77% were under 40.

<sup>29</sup> Nurses who identified as gender diverse are included within values for 'All Registered Nurses'. See Chapter One of this Report for further discussion of this issue.

Table 23: Ethnicity of the Registered Nurse workforce by age<sup>30</sup>

Ethnicity	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups	% of all Registered Nurses
NZ European/Pākehā	1,378	2,971	2,317	2,191	2,355	3,505	3,774	4,753	4,327	2,697	30,268	58.5%
Other European	68	310	390	441	609	1,043	1,211	1,282	957	488	6,799	13.2%
NZ Māori	175	428	409	364	413	535	485	511	378	239	3,937	7.6%
Samoaan	35	109	73	49	73	73	70	69	49	51	651	1.3%
Cook Island Māori	11	29	31	23	22	25	25	22	18	8	214	0.4%
Tongan	16	69	50	25	36	41	35	37	27	16	352	0.7%
Niuean	8	16	16	12	9	12	11	13	3	5	105	0.2%
Tokelauan	1	14	5	10	9	17	16	7	3	2	84	0.2%
Fijian	15	74	88	124	100	83	62	65	28	28	667	1.3%
Other Pacific Peoples	2	6	14	20	13	30	26	13	14	9	147	0.3%
Filipino	83	751	2,483	885	353	470	197	76	98	36	5,432	10.5%
Other SE Asian	13	44	62	61	33	54	40	18	29	21	375	0.7%
Chinese	52	127	229	310	136	116	89	76	62	43	1,240	2.4%
Indian	77	420	1,811	759	365	270	206	152	96	75	4,231	8.2%
Other Asian	60	135	106	120	79	83	73	44	47	10	757	1.5%
African	13	42	36	79	91	109	78	73	43	13	577	1.1%
Other	40	160	206	246	235	296	298	337	288	143	2,249	4.4%
Unstated	-	6	15	5	2	-	1	1	-	2	32	0.1%
<b>All ethnicities</b>	<b>1,969</b>	<b>5,247</b>	<b>7,783</b>	<b>5,114</b>	<b>4,353</b>	<b>5,860</b>	<b>5,800</b>	<b>6,556</b>	<b>5,613</b>	<b>3,405</b>	<b>51,700</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.

Table 24 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 28% of all New Zealand nurses worked, followed by *Canterbury* (14%) and *Wellington* (11%). The smallest regional workforce was in the *West Coast* (N = 367, under 1% of all RNs).

Three regions had RN workforces where more than half of nurses were aged 50 or over: *West Coast* (60%), *Nelson-Marlborough* (55%) and *Hawkes Bay* (just over 50%). The regions with the highest percentage of RNs aged under 40 were *Auckland* (44%), *Waikato* (38%) and *Wellington* (35%). As noted in Chapter Two, 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 including those in Nurse Entry to Practice programmes. Just over a quarter (27%) of those under 30 did not state a geographic region – including 60% of those under 25 – compared with 3% of those aged 30 or older.

Table 24: **Geographic distribution of the Registered Nurse workforce by age and gender**<sup>31</sup>

Region	Age groups										All age groups	% of all Registered Nurses	Female	Male
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+				
Auckland	290	1,697	2,772	1,668	1,238	1,604	1,549	1,604	1,307	905	14,634	28.3%	13,068	1,565
Bay of Plenty	35	219	387	282	301	465	424	509	448	264	3,334	6.4%	3,104	230
Canterbury	117	673	895	652	522	771	839	1,044	973	494	6,980	13.5%	6,388	589
Hawkes Bay	21	142	197	165	157	246	257	301	211	160	1,857	3.6%	1,746	111
Manawatu-Whanganui	32	206	348	278	243	322	341	391	321	167	2,649	5.1%	2,403	246
Nelson-Marlborough	10	93	155	108	126	185	228	261	235	117	1,518	2.9%	1,388	130
Northland	16	124	272	197	165	222	259	272	257	147	1,931	3.7%	1,740	191
Otago	36	173	356	221	198	264	268	361	349	169	2,395	4.6%	2,124	271
Southland	9	81	121	103	105	133	127	138	115	71	1,003	1.9%	941	62
Tairāwhiti	8	32	58	51	61	76	64	75	49	57	531	1.0%	500	31
Taranaki	25	95	157	121	113	191	144	179	155	82	1,262	2.4%	1,171	90
Waikato	108	450	744	457	391	549	562	597	492	338	4,688	9.1%	4,234	453
Wellington	74	502	776	570	540	674	641	727	625	394	5,523	10.7%	4,945	577
West Coast	4	29	48	18	16	33	32	78	70	39	367	0.7%	319	48
Unstated	1,184	731	497	223	177	125	65	19	6	1	3,028	5.9%	2,761	267
<b>All regions</b>	<b>1,969</b>	<b>5,247</b>	<b>7,783</b>	<b>5,114</b>	<b>4,353</b>	<b>5,860</b>	<b>5,800</b>	<b>6,556</b>	<b>5,613</b>	<b>3,405</b>	<b>51,700</b>		<b>46,832</b>	<b>4,861</b>

<sup>31</sup> Nurses who identified as gender diverse are included within values for 'All age groups'. See Chapter One of this Report for further discussion of this issue.

## 4.2 Employment Settings and FTE Loads of Registered Nurses

Table 25 below shows the gender and age profile of Registered Nurses practising in different employment settings. The largest group of RNs worked in *Acute DHB* settings: 40% 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*, *Government Agency* and *Rural* settings, and less than 1% (N = 78) in the *Pacific Health Service Provider* setting. Most (48%) male RNs worked in *Acute DHB* settings, with 13% in *Aged Care/Residential*, and 12% in each of *Community DHB* and *Other DHB* settings. Eighteen per cent of RNs reported working in multiple employment settings, and 57% of the workforce worked in at least one DHB setting.

The settings with the largest percentage of nurses under 40 were the *Rest Home/Residential Care* (50%), *Acute DHB* (45%) and *Nursing Agency* (35%) settings. As with geographic distribution, however, 27% of those under 30 did not state an employment setting, compared with 3% of those aged 30 or older. The settings with the highest percentages of nurses aged 50 or older were *Self-Employed* (73%), *Pacific Health Service Provider* (63%) and *Educational Institution* (62%).

Table 25: **Employment settings of the Registered Nurse workforce by age and gender**<sup>32</sup>

Employment setting	Age Group										All age groups	% of all Registered Nurses		
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Female	Male	
DHB (acute)	571	2,661	3,654	2,449	1,911	2,388	2,138	2,266	1,816	953	20,807	40.2%	18,455	2,348
DHB (community)	38	262	357	376	461	674	729	928	841	484	5,150	10.0%	4,543	607
DHB (other)	45	417	817	548	453	668	712	817	719	392	5,588	10.8%	5,001	586
Educational Institution	1	24	47	78	119	176	175	221	217	115	1,173	2.3%	1,089	84
Government Agency	3	38	90	43	49	95	97	101	69	40	625	1.2%	503	122
Māori Health Service Provider	7	27	31	40	54	73	95	87	56	61	531	1.0%	487	44
Nursing Agency	6	64	153	77	60	82	105	111	107	86	851	1.6%	727	124
Pacific Health Service Provider	1	2	5	7	6	8	12	9	12	16	78	0.2%	71	7
Primary Health Care/Community	61	491	724	651	683	1,000	1,109	1,345	1,113	723	7,900	15.3%	7,668	230
Private Hospital	46	284	462	383	371	496	491	528	483	316	3,860	7.5%	3,624	235
Rest Home/Residential Care	32	539	1,529	568	366	442	413	487	523	401	5,300	10.3%	4,667	633
Rural	7	47	63	35	55	73	79	133	120	58	670	1.3%	636	34
Self-Employed	1	14	25	54	62	115	160	184	204	170	989	1.9%	903	86
Other	13	170	376	301	309	517	593	752	643	499	4,173	8.1%	3,917	256
Unstated	1,188	733	504	234	184	140	70	33	14	10	3,110	6.0%	2,832	278
<b>All settings</b>	<b>1,969</b>	<b>5,247</b>	<b>7,783</b>	<b>5,114</b>	<b>4,353</b>	<b>5,860</b>	<b>5,800</b>	<b>6,556</b>	<b>5,613</b>	<b>3,405</b>	<b>51,700</b>		<b>46,832</b>	<b>4,861</b>

<sup>32</sup> This table includes items where nurses could give more than one answer. Nurses who identified as gender diverse are included within values for 'All age groups'. See Chapter One of this report for further discussion of these issues.

Table 26 shows the ethnic identification of Registered Nurses across different employment settings. The setting where Māori Registered Nurses made up the largest percentage of the workforce was *Māori Health Service Provider* (62% of RNs in this setting identified as Māori). Following this the settings with the greatest presence of Māori RNs in their workforce were *Rural* (14%), *Pacific Health Service Provider* (12%) and *Community DHB* (11%). Similarly, the setting with the largest percentage of Registered Nurses who identified with at least one Pacific ethnicity was *Pacific Health Service Provider*, where these nurses made up 55% of the RN workforce; the next highest percentages were in *Māori Health Service Provider* (6%), and *Nursing Agency and Community DHB* (both 5%). Conversely, the settings with the lowest percentage of Registered Nurses who identified as *New Zealand European/Pākehā* were *Pacific Health Service Provider* (26%), *Rest Home/Residential Care* (34%), and *Māori Health Service Provider and Nursing Agency* (both 43%). The setting with the highest was *Self-Employed* (78%).

As noted earlier, beyond *New Zealand European/Pākehā*, *New Zealand Māori*, and Pacific ethnicities, the largest ethnic groups in the Registered Nurse workforce were *Other European*, *Filipino* and *Indian*. Those Registered Nurses who identified as *Other European* were most commonly working in *Acute DHB* settings (40% of *Other European* RNs worked in this setting), followed by *Primary Health Care/Community* (16%) and *Community DHB* settings (14%). Registered Nurses who identified as *Filipino* most commonly worked in *Acute DHB* settings (45%), followed by *Rest Home/Residential Care* (30%) and *Other DHB* settings (11%). *Indian*-identifying RNs were most commonly working in *Acute DHB* settings (46%), followed by *Rest Home/Residential Care* (24%) and *Other DHB* settings (12%).

Table 26: Employment settings of the Registered Nurse workforce by ethnicity<sup>33</sup>

Employment setting	NZ European/Pākehā		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian		Other Pacific Peoples		Other SE Asian		Other Asian		African		Other Unstated ethnicities		All	
	European/Pākehā	Other	Māori	Other Māori	Samoa	Island Māori	Tongan	Niuean	Tokelauan	Fijian	Other Pacific Peoples	Filipino	Asian	SE Asian	Indian	Other Asian	African	Other Unstated ethnicities	All					
DHB (acute)	11,846	2,725	1,391	253	81	138	48	29	318	55	2,428	178	548	1,953	369	209	923	8	20,807					
DHB (community)	3,403	974	589	112	26	42	20	12	52	17	126	27	88	173	34	47	225	2	5,150					
DHB (other)	3,131	813	467	85	18	41	10	21	75	24	610	40	140	501	87	76	313	1	5,588					
Educational Institution	841	244	96	16	5	5	-	1	10	4	16	2	16	31	5	9	71	-	1,173					
Government Agency	377	100	54	7	2	4	1	-	9	-	53	-	11	52	6	7	27	-	625					
Māori Health Service Provider	226	63	327	10	13	2	3	6	5	4	6	1	1	8	2	1	21	-	531					
Nursing Agency	368	112	64	17	5	11	3	3	22	4	115	11	28	117	22	38	47	3	851					
Pacific Health Service Provider	20	4	9	22	5	25	5	3	3	5	-	-	2	1	-	1	3	-	78					
Primary Health Care/Community	5,731	1,120	698	91	39	53	23	11	92	21	212	31	188	248	67	65	327	1	7,900					
Private Hospital	2,455	607	140	21	7	26	2	2	53	13	359	27	105	225	54	52	193	2	3,860					
Rest Home/Residential Care	1,819	369	239	39	11	32	2	4	81	19	1,603	62	143	1,015	96	100	168	3	5,300					
Rural	477	131	92	2	1	2	-	1	5	3	15	2	4	19	1	5	31	-	670					
Self-Employed	773	164	74	5	3	3	1	-	6	4	19	2	15	16	8	9	45	-	989					
Other	2,857	694	303	42	15	19	7	6	43	9	232	21	61	171	39	47	246	-	4,173					
Unstated	1,543	134	334	65	23	39	4	6	39	6	242	26	97	333	89	46	107	17	3,110					
<b>All settings</b>	<b>30,268</b>	<b>6,799</b>	<b>3,937</b>	<b>651</b>	<b>214</b>	<b>352</b>	<b>105</b>	<b>84</b>	<b>667</b>	<b>147</b>	<b>5,432</b>	<b>375</b>	<b>1,240</b>	<b>4,231</b>	<b>757</b>	<b>577</b>	<b>2,249</b>	<b>32</b>	<b>51,700</b>					

<sup>33</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

Table 27 describes the FTE-equivalent workload that practising Registered Nurses reported working in an average week in their employment setting, and Table 28 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 both 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 = 3,823).

Registered Nurses reported working an average of 0.86 FTE (median of 0.9 FTE), with 49% of RNs working between 0.9 and 1.1 FTE in an average week and 5% working 1.1 FTE or more.

Table 27: **Registered Nurses' FTE-equivalent worked in an 'average' week by employment setting<sup>34</sup>**

Employment setting	All RNs stating hours																Mean FTE		
	<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+	
DHB (acute)	37	21	156	91	642	386	1,641	618	4,008	2,683	5,905	27	61	71	7	11	379	<b>16,744</b>	<b>0.85</b>
DHB (community)	3	2	19	12	85	97	331	122	675	228	1,747	5	14	10	-	3	36	<b>3,389</b>	<b>0.87</b>
DHB (other)	7	2	21	13	89	90	293	114	752	317	1,537	4	13	14	-	2	55	<b>3,323</b>	<b>0.87</b>
Educational Institution	2	8	8	14	19	45	33	41	54	85	233	-	11	11	1	1	15	<b>581</b>	<b>0.85</b>
Government Agency	1	-	4	1	5	2	21	11	34	13	276	1	1	9	1	-	8	<b>388</b>	<b>0.93</b>
Māori Health Service Provider	-	1	2	1	2	5	15	18	38	15	171	-	-	-	1	1	2	<b>272</b>	<b>0.91</b>
Nursing Agency	-	2	4	5	18	14	30	10	33	10	69	1	2	2	-	-	3	<b>203</b>	<b>0.75</b>
Pacific Health Service Provider	-	-	-	-	2	-	2	1	-	-	21	-	1	1	-	-	1	<b>29</b>	<b>0.97</b>
Primary Health Care/Community	7	47	117	126	308	409	742	511	1,060	456	1,300	34	36	39	4	-	33	<b>5,229</b>	<b>0.76</b>
Private Hospital	3	9	56	39	202	107	395	126	565	252	857	11	19	18	4	1	37	<b>2,701</b>	<b>0.79</b>
Rest Home/Residential Care	2	4	43	20	109	66	205	114	714	279	2,262	26	36	53	3	4	106	<b>4,046</b>	<b>0.91</b>
Rural	-	1	6	1	12	5	27	12	29	10	31	1	1	3	-	-	3	<b>142</b>	<b>0.75</b>
Self-Employed	-	8	21	7	15	18	24	17	29	8	55	4	9	7	2	-	6	<b>230</b>	<b>0.70</b>
Other	4	10	36	48	83	80	201	106	295	104	524	18	19	21	3	-	18	<b>1,570</b>	<b>0.77</b>
<b>All settings</b>	<b>85</b>	<b>153</b>	<b>627</b>	<b>510</b>	<b>1,928</b>	<b>1,669</b>	<b>4,874</b>	<b>2,341</b>	<b>9,927</b>	<b>5,232</b>	<b>17,842</b>	<b>285</b>	<b>445</b>	<b>570</b>	<b>85</b>	<b>74</b>	<b>1,230</b>	<b>47,877</b>	<b>0.86</b>

<sup>34</sup> This table includes items where nurses could give more than one answer. Nurses who provided more than one employment setting have only been included in the 'All settings' line. The 3,823 Registered Nurses who did not state hours worked have been excluded from this table.

Table 28: Registered Nurses' FTE-equivalent worked in an 'average' week by practice area<sup>35</sup>

Practice area	All RNS stating hours																Mean FTE		
	<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+	
Addiction Services	-	-	-	-	3	2	3	18	2	92	-	-	-	-	-	-	3	126	0.80
Assessment & Rehabilitation	2	2	9	4	28	83	31	251	86	443	3	4	4	4	1	-	26	1,003	0.86
Child Health, incl. neonatology	8	9	37	38	134	313	146	463	454	443	1	4	4	3	-	-	28	2,177	0.83
Continuing Care (elderly)	3	5	39	18	123	228	101	677	259	1,807	24	19	19	32	3	7	79	3,494	0.81
District Nursing	-	2	9	12	51	160	48	272	79	299	-	2	2	3	-	-	8	986	0.80
Emergency & Trauma	7	8	19	15	71	194	90	495	450	386	3	2	2	10	-	-	40	1,840	0.84
Family Planning/Sexual Health	-	-	5	4	7	10	12	20	13	19	-	1	1	1	-	-	2	107	0.66
Intellectually Disabled	1	-	1	-	2	5	5	7	7	73	-	2	2	-	-	-	-	105	0.72
Intensive Care/Cardiac Care	4	3	8	14	48	201	71	251	468	501	4	4	4	14	1	1	34	1,651	0.86
Medical	4	4	23	10	113	280	103	940	422	1,176	-	3	3	5	1	1	103	3,249	0.87
Mental Health (community)	-	1	6	2	18	33	79	188	69	1,208	4	15	10	10	2	1	28	1,714	0.86
Mental Health (inpatients)	2	1	10	2	29	45	91	192	84	971	11	21	8	8	2	1	49	1,568	0.84
Nursing Administration & Management	-	1	3	5	7	18	49	84	52	656	2	24	48	48	3	1	9	990	0.81
Nursing Education	1	8	6	6	13	35	38	84	78	294	-	2	7	7	1	1	3	608	0.83
Nursing Professional Advice/Policy	-	-	-	-	3	4	9	16	9	89	-	1	4	4	-	-	-	140	0.75
Nursing Research	1	-	4	5	6	9	19	21	7	52	-	1	-	-	-	-	2	133	0.68
Obstetrics/Maternity	1	5	11	4	16	14	53	79	40	106	2	6	6	6	2	1	8	374	0.86
Occupational Health	-	4	8	5	14	19	26	48	13	120	9	9	11	11	1	-	1	302	0.49
Oncology	1	-	3	2	15	13	51	103	46	153	1	2	2	1	-	-	4	411	0.84
Palliative Care	1	1	10	4	41	16	122	251	54	135	-	3	3	1	-	-	6	681	0.50
Perioperative Care (Theatre)	5	5	46	31	112	91	277	539	232	1,413	11	16	15	15	-	1	69	2,990	0.83
Practice Nursing	2	18	62	59	165	176	346	365	149	300	16	8	7	7	2	-	4	1,880	0.61
Primary Health Care	4	20	50	48	121	169	300	524	209	843	18	21	12	12	4	1	36	2,565	0.62
Public Health	-	1	5	1	10	23	55	111	35	191	-	1	4	4	-	-	4	468	0.87
School Health	-	5	2	3	7	17	13	14	8	28	-	-	-	-	-	-	5	114	0.82
Surgical	6	8	47	29	255	125	476	1,227	579	1,196	3	10	13	13	1	3	111	4,236	0.82
Youth Health	1	2	1	1	2	3	9	17	2	25	-	1	-	-	-	-	-	66	0.74
Other	5	4	35	44	94	83	230	430	167	613	6	7	17	17	2	1	19	1,868	0.74
<b>All practice areas</b>	<b>85</b>	<b>153</b>	<b>627</b>	<b>510</b>	<b>1,928</b>	<b>1,669</b>	<b>4,874</b>	<b>9,927</b>	<b>5,232</b>	<b>17,842</b>	<b>285</b>	<b>445</b>	<b>570</b>	<b>85</b>	<b>74</b>	<b>1,230</b>	<b>47,877</b>	<b>0.86</b>	

<sup>35</sup> This table includes items where nurses could give more than one answer. Nurses who provided more than one practice area have only been included in the 'All practice areas' line. The 3,823 Registered Nurses who did not state hours worked have been excluded from this table.

### 4.3 Practice Areas of Registered Nurses

Table 29 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 (1.2% of all RNs), followed by Medical nursing (1.1%) and Continuing Care (elderly) (1.0%), while the smallest areas were Youth Health (N = 207), nursing for people with intellectual disabilities (N = 219) and Family Planning/Sexual Health (N = 220).

The largest groups of male Registered Nurses were in Medical nursing (1.2% of male RNs worked in this area), the two core Mental Health practice areas (1.2% worked in Community and 1.1% in Inpatients), and Continuing Care (1.1%). Inpatients and Community Mental Health were the areas where male RNs made up the greatest percentage of the workforce (26% and 24% respectively), followed by Addiction Services (22%). The areas with the lowest male presence were Family Planning/Sexual Health, School Health, and Youth Health, in each of which there were only four male nurses. Twenty-one per cent of RNs reported working in multiple practice areas, and only 5% had no 'direct care' role.

The areas with the largest proportion of Registered Nurses aged under 40 were Intensive Care/Cardiac Care (49%), Continuing Care (elderly) and Emergency & Trauma (both 46%), and Medical, Child Health and Surgical nursing (all 45%). As with geographic distribution and employment setting, however, 27% of those under 30 did not state a practice area (including 61% of those under 25). Conversely, the area with the highest percentage of Registered Nurses aged 50 and over was Nursing Professional Advice/Policy, where 72% of the workforce was in this age group. This was followed by Nursing Administration & Management (68%), nursing for people with intellectual disabilities (63%) and Occupational Health (62%).

Table 29: Practice areas of the Registered Nurse workforce by age and gender<sup>36</sup>

Practice area	Age groups										All age groups	Gender		% of all Registered Nurses
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		Female	Male	
Addiction Services	3	14	18	21	23	42	35	57	29	23	265	208	57	0.5%
Assessment & Rehabilitation	27	145	293	162	138	191	203	247	231	140	1,777	1,599	178	3.4%
Child Health, incl. neonatology	89	452	457	361	304	342	303	329	240	154	3,031	2,964	67	5.9%
Continuing Care (elderly)	38	451	1,299	546	354	447	434	505	532	431	5,037	4,479	558	9.7%
District Nursing	6	75	126	124	131	181	213	246	246	125	1,473	1,422	51	2.8%
Emergency & Trauma	65	473	578	387	312	410	350	333	268	108	3,284	2,866	417	6.4%
Family Planning/Sexual Health	1	9	25	19	20	27	38	36	22	23	220	216	4	0.4%
Intellectually Disabled	1	11	26	11	16	15	36	46	34	23	219	176	43	0.4%
Intensive Care/Cardiac Care	42	345	496	343	242	289	282	258	155	72	2,524	2,206	318	4.9%
Medical	139	636	1,159	656	490	603	563	671	517	286	5,720	5,115	604	11.1%
Mental Health (community)	12	117	134	153	190	357	372	453	393	243	2,424	1,836	588	4.7%
Mental Health (inpatients)	44	191	213	202	215	250	250	298	291	194	2,148	1,588	559	4.2%
Nursing Administration & Management	1	27	108	148	174	340	422	559	468	241	2,488	2,245	241	4.8%
Nursing Education	-	24	100	131	157	254	265	290	280	176	1,677	1,541	136	3.2%
Nursing Professional Advice/Policy	-	2	8	23	42	68	86	118	91	64	502	456	46	1.0%
Nursing Research	-	22	31	42	39	62	56	70	67	32	421	398	23	0.8%
Obstetrics/Maternity	3	69	181	80	58	80	103	120	124	69	887	842	45	1.7%

Table continued on next page >

Occupational Health	4	22	42	33	36	69	70	117	90	53	536	1.0%	501	35
Oncology	10	87	116	86	59	91	87	103	65	34	738	1.4%	694	44
Palliative Care	2	55	121	102	100	150	170	238	243	191	1,372	2.7%	1,276	96
Perioperative Care (Theatre)	79	364	660	445	326	474	409	420	361	212	3,750	7.3%	3,334	415
Practice Nursing	13	135	226	190	244	363	397	534	491	334	2,927	5.7%	2,875	52
Primary Health Care	52	340	484	421	402	582	620	670	519	338	4,428	8.6%	4,238	189
Public Health	4	46	85	82	88	118	121	122	114	60	840	1.6%	809	31
School Health	2	15	12	22	35	59	46	58	28	16	293	0.6%	289	4
Surgical	195	855	1,073	712	582	698	639	691	553	335	6,333	12.2%	5,865	468
Youth Health	2	16	17	26	31	29	19	33	26	8	207	0.4%	203	4
Other	17	246	547	384	352	579	603	697	630	390	4,445	8.6%	4,112	332
Unstated	1,195	786	593	236	180	150	77	30	17	3	3,267	6.3%	2,956	311
<b>All practice areas</b>	<b>1,969</b>	<b>5,247</b>	<b>7,783</b>	<b>5,114</b>	<b>4,353</b>	<b>5,860</b>	<b>5,800</b>	<b>6,556</b>	<b>5,613</b>	<b>3,405</b>	<b>51,700</b>		<b>46,832</b>	<b>4,861</b>

Table 30 shows the ethnic identification of Registered Nurses across different practice areas. The practice area in which the largest percentage of the workforce identified as Māori was *Youth Health* (16% of RNs in this area identified as Māori), followed by *Community* and *Inpatients Mental Health* (both 15%). The area with the largest percentage of Pacific RNs was *Inpatients Mental Health* (8% of RNs in this workforce identified with at least one Pacific ethnicity), followed by *Public Health* and *School Health* (both 6%). Conversely, the practice area with the lowest percentage of Registered Nurses who identified as *New Zealand European/Pakehā* was *Continuing Care (elderly)* (37%). The only other areas in which less than half of RNs identified with this ethnic group were *Obstetrics/Maternity* (47%) and *Medical* (49%). The practice areas with the highest were *Occupational Health* (78%), and *Family Planning/Sexual Health* and *District Nursing* (both 74%).

Those Registered Nurses who identified as *Other European* were most commonly working in *Surgical* nursing (11%), followed by *Community Mental Health, Medical* and *Primary Health Care* (all 9%). Registered Nurses who identified as *Filipino* most commonly worked in *Continuing Care (elderly)* (25%), with significant groups also working in *Medical* (18%), and *Surgical* and *Perioperative Care (Theatre)* areas (both 12%). *Indian*-identifying RNs were most commonly working in *Continuing Care (elderly)* (22%), *Medical* (18%) or *Surgical* nursing (13%).

<sup>36</sup> This table includes items where nurses could give more than one answer. Nurses who identified as gender diverse are included within values for 'All age groups'. See Chapter One of this Report for further discussion of these issues.

Table 30: Practice areas of the Registered Nurse workforce by ethnicity<sup>37</sup>

Practice area	NZ European/Pākehā		Other European		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian		Other Pacific Peoples		Filipino		Other SE Asian		Chinese		Indian		Other Asian		African		Other Unstated ethnicities		All	
Addiction Services	180	53	33	4	1	2	-	-	1	1	3	1	1	1	1	3	1	1	1	1	16	2	2	2	2	12	1	1	265			
Assessment & Rehabilitation	953	233	127	29	7	10	4	2	29	6	221	10	33	232	27	55	23	23	23	232	27	55	23	23	232	27	55	23	23	1,777		
Child Health, incl. neonatology	2,030	477	218	33	12	17	9	3	32	10	188	10	53	175	24	124	26	26	175	24	124	26	26	124	-	-	-	-	3,031			
Continuing Care (elderly)	1,866	383	250	44	11	45	3	5	78	19	1,345	64	140	915	103	182	100	100	915	103	182	100	100	182	4	4	4	5,037				
District Nursing	1,100	235	111	14	6	3	1	1	10	3	58	2	20	40	10	36	12	12	40	10	36	12	12	36	2	2	2	1,473				
Emergency & Trauma	2,118	488	276	27	4	14	4	1	29	8	327	31	49	174	46	145	23	23	174	46	145	23	23	145	2	2	2	3,284				
Family Planning/Sexual Health	165	40	18	3	1	1	-	-	-	1	3	-	6	4	1	11	1	1	4	1	4	1	1	11	-	-	-	220				
Intellectually Disabled	129	59	15	5	1	-	1	3	1	1	13	-	-	9	-	9	-	-	9	-	9	-	3	9	-	-	-	219				
Intensive Care/Cardiac Care	1,371	424	127	18	3	5	3	2	29	8	268	22	62	300	44	136	19	19	300	44	136	19	19	136	1	1	1	2,524				
Medical	2,819	578	377	78	28	65	14	16	115	19	975	64	141	750	106	249	67	67	750	106	249	67	67	249	1	1	1	5,720				
Mental Health (community)	1,478	585	368	52	18	25	14	6	23	10	25	6	32	53	12	133	25	25	53	12	133	25	25	133	-	-	-	2,424				
Mental Health (inpatients)	1,212	356	313	64	18	21	11	11	48	7	75	13	62	159	21	116	38	38	159	21	116	38	38	116	1	1	1	2,148				
Nursing Administration & Management	1,783	469	214	29	11	7	4	3	18	6	73	9	22	84	16	111	17	17	84	16	111	17	17	111	-	-	-	2,488				
Nursing Education	1,184	343	132	18	4	8	1	2	17	6	24	3	22	54	10	95	15	15	54	10	95	15	15	95	-	-	-	1,677				
Nursing Professional Advice/Policy	372	106	60	2	-	1	1	-	5	1	7	1	3	9	4	24	7	7	9	4	24	7	7	24	-	-	-	502				
Nursing Research	272	75	23	6	1	2	-	-	-	1	26	4	15	9	6	31	3	3	9	6	31	3	3	31	-	-	-	421				
Obstetrics/Maternity	421	111	34	7	2	5	-	-	15	5	224	12	10	94	6	44	16	16	94	6	44	16	16	44	-	-	-	887				
Occupational Health	416	93	38	2	1	-	-	-	3	1	13	-	2	10	1	23	5	5	10	1	23	5	5	23	-	-	-	536				
Oncology	479	116	25	5	-	-	1	3	7	3	60	5	16	40	15	29	6	6	40	15	29	6	6	29	-	-	-	738				
Palliative Care	889	244	90	12	2	6	1	1	7	2	111	10	32	72	16	61	15	15	72	16	61	15	15	61	-	-	-	1,372				
Perioperative Care (Theatre)	2,108	473	173	25	8	8	4	2	35	7	630	39	135	235	86	175	49	49	235	86	175	49	49	175	-	-	-	3,750				
Practice Nursing	2,167	402	209	29	13	18	11	3	45	11	53	10	64	109	24	118	22	22	109	24	118	22	22	118	-	-	-	2,927				
Primary Health Care	2,968	578	566	75	29	49	14	16	58	16	169	18	134	175	43	170	41	41	175	43	170	41	41	170	1	1	1	4,428				
Public Health	527	118	110	24	9	8	4	2	8	2	28	7	18	46	13	41	7	7	46	13	41	7	7	41	-	-	-	840				
School Health	215	48	32	10	3	4	1	2	3	1	3	1	1	7	-	6	1	1	7	-	6	1	1	6	-	-	-	293				
Surgical	3,774	736	345	63	23	42	12	8	106	25	660	37	188	561	119	302	70	70	561	119	302	70	70	302	6	6	6	6,333				
Youth Health	154	32	34	6	1	1	-	-	3	-	-	-	1	3	-	8	3	3	3	-	8	3	3	8	-	-	-	207				
Other	2,825	659	329	35	20	15	5	7	50	11	439	40	82	279	53	235	50	50	279	53	235	50	50	235	2	2	2	4,445				
Unstated	1,540	137	344	73	24	41	4	5	45	6	319	27	102	370	93	115	53	53	370	93	115	53	53	115	15	15	15	3,267				
<b>All practice areas</b>	<b>30,268</b>	<b>6,799</b>	<b>3,937</b>	<b>651</b>	<b>214</b>	<b>352</b>	<b>105</b>	<b>84</b>	<b>667</b>	<b>147</b>	<b>5,432</b>	<b>375</b>	<b>1,240</b>	<b>4,231</b>	<b>757</b>	<b>2,249</b>	<b>577</b>	<b>577</b>	<b>4,231</b>	<b>757</b>	<b>2,249</b>	<b>577</b>	<b>577</b>	<b>2,249</b>	<b>32</b>	<b>32</b>	<b>32</b>	<b>51,700</b>				

<sup>37</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

#### 4.4 Qualifications of Registered Nurses

Table 31 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, 27% of Registered Nurses gained their registration qualification overseas; 34% of these had a qualification from the *Philippines*, 25% a qualification from the *United Kingdom*, and 18% from *India & Sri Lanka* (equalling 9%, 7% and 5% respectively of the entire Registered Nurse workforce). Internationally-Qualified Nurses (IQNs) are discussed further in Chapter 8. Of the 73% who gained their qualification in New Zealand, 62% had some kind of bachelor's degree. Nine per cent of all RNs had received their qualifications before 1980; 5% of IQNs and 10% of New Zealand-qualified nurses.

Table 31: **Registration qualification types and countries of the Registered Nurse workforce by year gained**

NZ qualification	Pre-1965	65-69	70-74	75-79	80-84	85-89	90-94	95-99	00-04	05-09	10-14	2015 or later	Unstated	All years
Bachelor of Nursing	-	-	1	4	21	33	191	1,828	2,678	3,839	5,425	5,881	1	19,902
Bachelor of Nursing (Māori) <sup>38</sup>	-	-	-	-	-	-	-	-	-	1	41	99	-	141
Bachelor of Nursing (Pacific)	-	-	-	-	-	-	-	-	-	22	116	184	-	322
Other Bachelor Degrees	-	-	-	1	1	6	38	469	780	307	513	694	-	2,809
Diploma of Nursing	2	2	11	199	813	2,265	3,049	1,084	156	4	-	-	-	7,585
Other Diploma	-	-	-	4	12	9	10	5	2	3	-	-	-	45
Hospital Certificate	71	294	928	2,216	2,244	836	55	21	13	2	-	-	1	6,681
Other Certificate	-	-	-	2	4	3	-	-	2	4	-	-	-	15
Other	-	-	-	-	-	-	-	-	-	2	-	13	-	15
<b>All RNs with New Zealand qualification</b>	<b>73</b>	<b>296</b>	<b>940</b>	<b>2,426</b>	<b>3,095</b>	<b>3,152</b>	<b>3,343</b>	<b>3,407</b>	<b>3,631</b>	<b>4,184</b>	<b>6,095</b>	<b>6,871</b>	<b>2</b>	<b>37,515</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>10-14</b>	<b>2015 or later</b>	<b>Unstated</b>	<b>All years</b>
Australia	4	6	28	38	70	66	95	97	69	87	93	34	1	673
Other Pacific	-	2	15	31	86	95	85	102	70	26	-	-	1	541
Philippines	-	-	4	47	60	58	365	251	255	2,881	909	6	-	4,018
China <sup>39</sup>	-	-	6	12	21	20	17	17	18	26	7	1	-	141
India & Sri Lanka	-	-	10	28	38	77	84	137	217	1,298	684	4	-	2,370
Other Asia	-	1	6	16	21	17	34	34	34	49	12	-	-	225
Middle East	-	1	-	3	3	4	4	5	6	2	2	-	-	31
South Africa	-	4	19	66	104	93	111	94	61	24	1	1	-	600
Zimbabwe	-	-	6	12	18	7	15	21	45	11	-	-	-	152
Other Africa	-	1	-	2	15	14	18	8	5	2	-	-	-	67
United Kingdom	4	23	56	209	421	516	723	587	497	381	169	25	3	3,825
Other Western Europe	-	1	18	41	62	68	50	66	32	35	35	8	1	423
Central/Eastern Europe	-	-	4	2	2	8	16	11	5	2	-	-	-	49
North America	1	1	5	14	23	23	28	38	30	59	63	11	-	261
Central/South America	-	-	-	-	1	1	3	1	3	3	-	-	-	13
<b>All RNs with non-New Zealand qualification</b>	<b>9</b>	<b>40</b>	<b>177</b>	<b>521</b>	<b>945</b>	<b>1,067</b>	<b>1,648</b>	<b>1,469</b>	<b>1,347</b>	<b>4,886</b>	<b>1,975</b>	<b>90</b>	<b>6</b>	<b>14,180</b>
Unstated	-	-	-	-	-	-	-	-	-	-	-	-	5	5
<b>All qualifications</b>	<b>82</b>	<b>336</b>	<b>1,117</b>	<b>2,947</b>	<b>4,040</b>	<b>4,219</b>	<b>4,991</b>	<b>4,876</b>	<b>4,978</b>	<b>9,070</b>	<b>8,070</b>	<b>6,961</b>	<b>13</b>	<b>51,700</b>

<sup>38</sup> Includes the *Te Ohanga Mataora Paotahi* degree offered by Te Whare Wānanga o Awanuiārangī.

<sup>39</sup> Includes People's Republic of China, Hong Kong and Taiwan.

Table 32 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 Internationally-Qualified Nurses (IQNs) were *Obstetrics/Maternity* at just over 50%, *Continuing Care (elderly)* (just under 50%) and *Intensive Care/Cardiac Care* (37%). The areas with the lowest IQN presence were *Youth Health* (14%), *Practice Nursing* (15%) and *School Health* (16%). Overall, 33% of Registered Nurses had a post-registration qualification, although these were more common amongst New Zealand-qualified nurses (34%) than IQNs (30%). Possession of such qualifications was most common in *Nursing Professional Advice/Policy* (75%), *Nursing Education* (68%) and *Nursing Administration & Management* (60%), and least common in *Continuing Care (elderly)* (24%), *Surgical* (26%) and *Medical nursing* (27%).

Table 32: Practice areas of the Registered Nurse workforce by country or region of qualification and possession of post-registration qualifications<sup>60</sup>

Practice area	New Zealand	Australia	Other Pacific	Philippines	China <sup>61</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 regions	All regions	Post-registration qualification
Addition Services	213	5	2	1	-	2	1	-	1	1	-	37	1	-	1	-	-	265	54.0%
Assessment & Rehabilitation	1,242	24	27	188	2	153	3	4	8	5	4	99	13	2	3	-	-	1,777	31.0%
Child Health, incl. neonatology	2,298	48	26	170	5	102	2	-	48	3	3	262	28	-	35	1	-	3,031	38.2%
Continuing Care (elderly)	2,535	50	95	1,282	15	676	34	8	54	37	13	187	29	3	15	3	1	5,037	24.2%
District Nursing	1,189	29	2	55	5	22	2	1	16	2	2	132	12	-	4	-	-	1,473	37.6%
Emergency & Trauma	2,428	69	31	296	6	108	11	-	34	5	3	232	26	3	32	-	-	3,284	29.1%
Family Planning/Sexual Health	172	7	-	3	1	3	-	-	2	-	-	27	2	-	3	-	-	220	50.9%
Intellectually Disabled	148	2	2	12	-	4	-	-	-	-	-	48	2	-	-	1	-	219	40.2%
Intensive Care/Cardiac Care	1,581	39	27	245	12	221	16	1	41	5	2	255	39	4	33	1	2	2,524	33.9%
Medical	3,660	76	98	886	21	530	34	3	47	23	9	265	35	9	24	-	-	5,720	27.2%
Mental Health (community)	1,890	29	1	10	2	9	-	1	14	4	-	425	19	1	19	-	-	2,424	53.9%
Mental Health (inpatients)	1,789	28	2	25	5	47	1	-	11	4	1	204	18	1	12	-	-	2,148	38.7%
Nursing Administration & Management	1,916	46	21	69	1	37	8	3	60	4	1	280	19	3	16	2	2	2,488	60.4%
Nursing Education	1,273	49	9	21	3	25	4	1	31	2	2	213	19	3	22	-	-	1,677	68.5%
Nursing Professional Advice/Policy	382	11	1	6	-	2	2	-	11	2	-	73	7	-	5	-	-	502	75.1%
Nursing Research	313	8	-	24	3	5	-	2	4	1	1	43	9	-	6	2	-	421	56.5%
Obstetrics/Maternity	440	14	19	222	2	70	10	-	20	5	6	56	11	1	10	1	-	887	45.3%
Occupational Health	434	12	2	10	-	2	1	-	14	-	-	50	6	1	4	-	-	536	50.7%
Oncology	541	14	4	52	2	27	6	-	2	3	-	68	8	-	9	1	1	738	36.3%
Palliative Care	969	27	12	107	6	46	5	-	23	6	2	139	21	2	7	-	-	1,372	43.7%

Table continued on next page >

Perioperative Care (Theatre)	2,535	55	28	563	19	147	37	4	68	10	8	218	38	5	15	-	-	3,750	28.0%
Practice Nursing	2,481	39	44	38	14	37	8	1	25	3	2	191	21	3	19	-	1	2,927	33.9%
Primary Health Care	3,691	71	58	146	13	66	10	1	36	8	-	274	31	3	20	-	-	4,428	38.0%
Public Health	670	21	6	22	3	24	4	1	10	1	-	68	5	-	5	-	-	840	41.4%
School Health	246	5	3	2	-	2	-	-	3	-	-	29	-	1	2	-	-	293	43.0%
Surgical	4,631	73	89	598	24	331	43	-	74	23	19	319	63	12	32	2	-	6,333	26.4%
Youth Health	179	6	-	-	-	1	-	-	3	-	-	15	2	-	1	-	-	207	44.4%
Other	3,193	57	43	409	10	186	19	6	80	15	3	336	46	6	34	2	-	4,445	42.2%
Unstated	2,883	8	-	211	-	136	6	-	5	1	1	13	2	-	1	-	-	3,267	2.4%
<b>All practice areas</b>	<b>37,515</b>	<b>688</b>	<b>513</b>	<b>4,836</b>	<b>145</b>	<b>2,577</b>	<b>224</b>	<b>30</b>	<b>578</b>	<b>135</b>	<b>65</b>	<b>3,614</b>	<b>417</b>	<b>50</b>	<b>296</b>	<b>12</b>	<b>5</b>	<b>51,700</b>	<b>33.1%</b>

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

<sup>41</sup>Includes People's Republic of China, Hong Kong and Taiwan.

# 05

## Te Ohu Mahi Tapuhi Whakauru/ The Enrolled Nurse Workforce

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

At 31 March 2019 there were 2,391 Enrolled Nurses currently practising in New Zealand, a decrease of 150 on the 2,541 Enrolled Nurses practising in New Zealand at 31 March 2017. This equals five Enrolled Nurses per 10,000 New Zealanders, or one EN for every 2,073 New Zealanders. Of these ENs, 99% (N = 2,365) 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 4% (N = 100) being male. The workforce was also considerably older, with 71% being aged 50 or above, and only 20% 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 53.2 (median of 58), with the mean age of female ENs being 53.5 (median of 58) and the mean age of male ENs being 46.8 (median of 50).

**Table 33: Age and gender distribution of the Enrolled Nurse workforce**

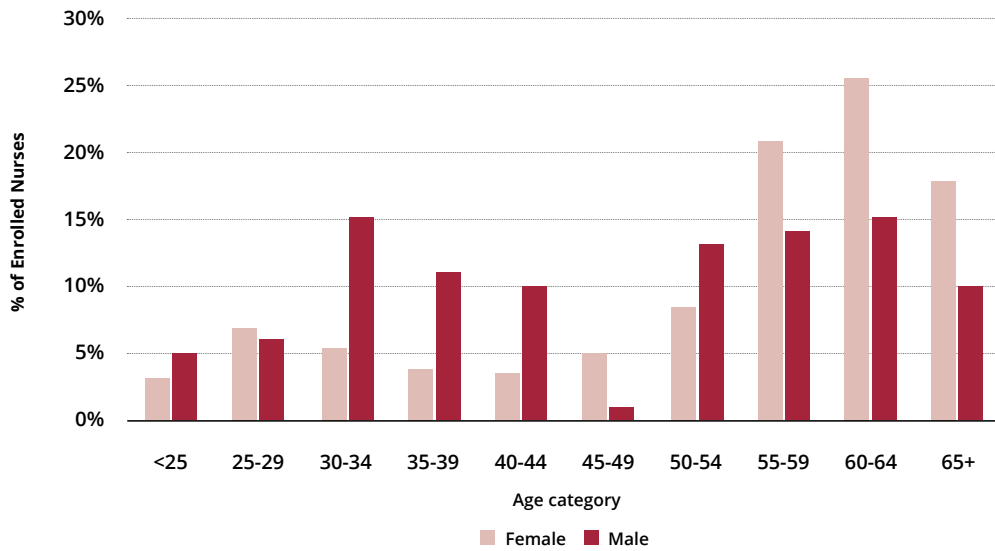
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups
Female Enrolled Nurses	73	158	125	88	80	110	194	474	582	407	<b>2,291</b>
% of all female Enrolled Nurses	3.2%	6.9%	5.5%	3.8%	3.5%	4.8%	8.5%	20.7%	25.4%	17.8%	
Male Enrolled Nurses	5	6	15	11	10	1	13	14	15	10	<b>100</b>
% of all male Enrolled Nurses	5.0%	6.0%	15.0%	11.0%	10.0%	1.0%	13.0%	14.0%	15.0%	10.0%	
<b>All Enrolled Nurses</b>	<b>78</b>	<b>164</b>	<b>140</b>	<b>99</b>	<b>90</b>	<b>111</b>	<b>207</b>	<b>488</b>	<b>597</b>	<b>417</b>	<b>2,391</b>
<b>% of all Enrolled Nurses</b>	<b>3.3%</b>	<b>6.9%</b>	<b>5.9%</b>	<b>4.1%</b>	<b>3.8%</b>	<b>4.6%</b>	<b>8.7%</b>	<b>20.4%</b>	<b>25.0%</b>	<b>17.4%</b>	

Following the age pattern above, of the 93% who stated how long they had been practising as nurses, 66% had been working for more than 15 years. In comparison, 50% of the Registered Nurse workforce had been practising for as long. However, there was also a notable population of early-career Enrolled Nurses, with 22% having been practising for fewer than six years compared with 21% of Registered Nurses.

**Table 34: Years in practice of the Enrolled Nurse workforce**

	Under 1 Year	1-5 Years	6-10 Years	11-15 Years	Over 15 Years	All responding
Female Enrolled Nurses	57	399	159	88	1,425	2,128
% of all female Enrolled Nurses	2.7%	18.8%	7.5%	4.1%	67.0%	
Male Enrolled Nurses	5	30	14	6	36	91
% of all male Enrolled Nurses	5.5%	33.0%	15.4%	6.6%	39.6%	
<b>All Enrolled Nurses</b>	<b>62</b>	<b>429</b>	<b>173</b>	<b>94</b>	<b>1,461</b>	<b>2,219</b>
<b>% of all Enrolled Nurses</b>	<b>2.8%</b>	<b>19.3%</b>	<b>7.8%</b>	<b>4.2%</b>	<b>65.8%</b>	

**Figure 3: Age distribution of male and female Enrolled Nurses**



**Figure 4: Age distribution of Enrolled and Registered Nurses**

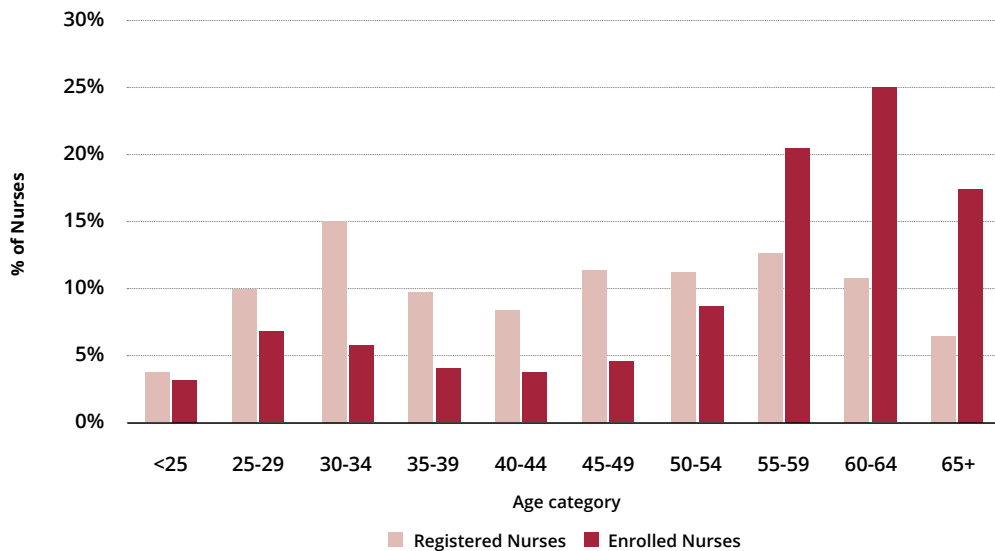


Table 35 below shows the ethnic identification of Enrolled Nurses in New Zealand, along with the age profile of each ethnic group. The EN workforce is heavily concentrated in a small number of ethnic groups, with 74% identifying as *New Zealand European/Pākehā*, 10% as *New Zealand Māori* and 9% as *Other European*. Five per cent of the workforce identified with at least one Pacific ethnic group. Eleven per cent of Enrolled Nurses stated multiple ethnic identifications: 222 provided two ethnicities and 33 provided three.

Amongst the three largest ethnic groups identified above, 83% of *New Zealand European/Pākehā* ENs were aged 50 or older, as were 73% of the Enrolled Nurses who identified as *New Zealand Māori*, and 77% of those who identified as *Other European*. Enrolled Nurses who identified as *Chinese*, *Fijian* and *Indian* were noticeably younger than those from other ethnic groups. Only 10% of *Chinese* and 12% of *Fijian* and *Indian* ENs were aged 50 or older, while 62%, 69% and 67% respectively were under 40.

**Table 35: Ethnicity of the Enrolled Nurse workforce by age<sup>42</sup>**

Ethnicity	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups	% of all Enrolled Nurses
NZ European/Pākehā	44	90	55	33	24	48	166	424	530	357	1,771	74.1%
Other European	2	4	7	6	10	21	29	53	53	32	217	9.1%
NZ Māori	6	15	12	12	8	10	21	40	58	53	235	9.8%
Samoan	-	6	3	2	3	2	1	2	2	13	34	1.4%
Cook Island Māori	-	-	-	-	-	4	2	1	-	5	12	0.5%
Tongan	1	5	1	-	4	1	-	-	1	3	16	0.7%
Niuean	-	1	-	-	-	-	-	2	-	-	3	0.1%
Tokelauan	-	-	-	-	-	-	-	-	-	2	2	0.1%
Fijian	3	9	8	14	5	4	1	3	1	1	49	2.0%
Other Pacific Peoples	-	1	-	1	3	2	-	-	2	3	12	0.5%
Filipino	7	4	11	-	7	5	2	3	-	1	40	1.7%
Other SE Asian	-	1	-	-	1	-	1	-	-	1	4	0.2%
Chinese	-	1	6	6	4	2	-	-	1	1	21	0.9%
Indian	6	19	23	24	14	8	1	7	2	3	107	4.5%
Other Asian	2	5	3	3	2	1	3	-	-	1	20	0.8%
African	2	2	9	4	9	6	5	2	1	-	40	1.7%
Other	6	11	9	6	10	10	7	11	17	7	94	3.9%
Unstated	-	-	-	-	1	1	-	-	-	-	2	0.1%
<b>All ethnicities</b>	<b>78</b>	<b>164</b>	<b>140</b>	<b>99</b>	<b>90</b>	<b>111</b>	<b>207</b>	<b>488</b>	<b>597</b>	<b>417</b>	<b>2,391</b>	

Table 36 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 21% of Enrolled Nurses worked, followed by *Auckland* (18%). The smallest regional workforce was in the *Tairāwhiti* region (N = 28, just over 1% of all ENs).

*Canterbury*, *Auckland* and *Southland* were the only regions to have EN workforces where less than 75% of nurses were aged 50 or over: in *Canterbury* this figure was just under 75%, in *Southland* it was 64%, and in *Auckland* it was 62%. Similarly, the regions where the largest percentage of the EN workforce was aged under 40 were *Southland* (28%), *Auckland* (24%) and *Canterbury* (19%).

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

Table 36: 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+	All age groups	% of all ENs	Female	Male
Auckland	8	34	37	22	24	37	33	64	102	60	421	17.6%	403	18
Bay of Plenty	-	2	2	1	1	2	4	18	47	33	110	4.6%	109	1
Canterbury	11	29	26	27	13	20	45	124	121	79	495	20.7%	474	21
Hawkes Bay	-	-	-	-	-	1	4	16	24	20	65	2.7%	65	-
Manawatu-Whanganui	-	1	3	3	4	9	20	39	39	22	140	5.9%	131	9
Nelson-Marlborough	-	3	-	1	-	3	3	13	16	12	51	2.1%	50	1
Northland	-	2	2	1	5	5	10	21	23	18	87	3.6%	85	2
Otago	5	14	10	5	4	7	27	46	54	34	206	8.6%	194	12
Southland	3	16	7	9	8	1	6	26	23	24	123	5.1%	122	1
Tairāwhiti	-	-	1	1	-	-	-	8	8	10	28	1.2%	28	-
Taranaki	-	-	-	-	-	4	6	18	22	11	61	2.6%	60	1
Waikato	5	6	9	5	6	8	15	34	58	37	183	7.7%	171	12
Wellington	4	7	9	5	6	6	22	43	41	40	183	7.7%	172	11
West Coast	-	-	1	1	1	1	6	11	17	17	55	2.3%	53	2
Unstated	42	50	33	18	18	7	6	7	2	-	183	7.7%	174	9
<b>All regions</b>	<b>78</b>	<b>164</b>	<b>140</b>	<b>99</b>	<b>90</b>	<b>111</b>	<b>207</b>	<b>488</b>	<b>597</b>	<b>417</b>	<b>2,391</b>		<b>2,291</b>	<b>100</b>

## 5.2 Employment Settings and FTE Loads of Enrolled Nurses

Table 37 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* (25% reported working in this setting), followed by *Acute DHB* (22%) and *Other DHB* (19%) settings. Only two Enrolled Nurses reported working in a *Pacific Health Service Provider* setting and less than 1% reported working in each of *Government Agency*, *Self-Employed* and *Educational Institution* settings. Male Enrolled Nurses diverge slightly from this pattern, with 35% working in *Acute DHB* settings, 29% in *Rest Home/Residential Care*, and 23% in *Other DHB* settings. Twenty per cent of ENs reported working in multiple employment settings, and 45% worked in at least one DHB setting.

Setting aside areas with fewer than 10 nurses, in only four settings were less than 75% of Enrolled Nurses aged over 50: *Nursing Agency* (65%), *Acute DHB* and *Primary Health Care* (both 73%), and *Rest Home/Residential Care* (74%). The settings with the highest percentages of ENs aged 50 or older were *Self-Employed* (88%), *Educational Institution* and *Rural* (both 95%). The highest percentage of ENs aged under 40 – again setting aside very small practice areas – were in the *Acute DHB* (19%), *Primary Health Care* (17%), and *Nursing Agency* and *Rest Home/Residential Care* settings (both 16%), while there were no *Self-Employed* ENs in this age group.

**Table 37: Employment settings of the Enrolled Nurse workforce by age and gender<sup>43</sup>**

Employment setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All ENs	% of all ENs	Female	Male
DHB (acute)	14	40	24	21	19	20	30	112	136	100	516	21.6%	481	35
DHB (community)	2	9	11	4	6	7	20	47	64	38	208	8.7%	204	4
DHB (other)	9	18	20	16	16	27	40	107	105	85	443	18.5%	420	23
Educational Institution	-	-	1	-	-	-	4	7	5	2	19	0.8%	18	1
Government Agency	1	1	-	1	-	2	1	-	2	-	8	0.3%	8	-
Māori Health Service Provider	1	-	-	2	2	1	-	7	7	10	30	1.3%	30	-
Nursing Agency	3	-	3	3	4	6	8	12	8	8	55	2.3%	54	1
Pacific Health Service Provider	-	1	-	-	-	-	-	-	1	-	2	0.1%	2	-
Primary Health Care/Community	2	17	14	9	12	12	22	57	71	33	249	10.4%	244	5
Private Hospital	-	9	6	5	4	13	26	47	78	58	246	10.3%	241	5
Rest Home/Residential Care	7	29	39	23	24	33	64	107	154	117	597	25.0%	568	29
Rural	-	1	1	-	-	-	3	12	17	8	42	1.8%	42	-
Self-Employed	-	-	-	-	-	2	2	4	3	5	16	0.7%	15	1
Other	3	6	9	4	2	10	22	79	72	44	251	10.5%	244	7
Unstated	42	50	32	20	20	10	7	8	3	-	192	8.0%	183	9
<b>All settings</b>	<b>78</b>	<b>164</b>	<b>140</b>	<b>99</b>	<b>90</b>	<b>111</b>	<b>207</b>	<b>488</b>	<b>597</b>	<b>417</b>	<b>2,391</b>		<b>2,291</b>	<b>100</b>

<sup>43</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

Table 38 shows the ethnic identification of the Enrolled Nurse workforce across different employment settings. The setting where Māori Enrolled Nurses made up the largest percentage of the workforce was *Māori Health Service Provider* (67% of RNs in this setting identified as Māori). Following this the settings with the greatest presence of Māori ENs in their workforce were *Rest Home/Residential Care, Rural and Other* (each 12%). Although 25% of those working in *Government Agency* settings were Māori, this was based on a total workforce of only eight ENs. Other than *Pacific Health Service Provider* – where only two ENs worked – the settings with the largest percentage of Enrolled Nurses identifying with at least one Pacific ethnicity were *Nursing Agency* and *Primary Health Care/Community* (both 7%), and *Other DHB*. Five settings had no Pacific ENs.

Conversely, the settings with the lowest percentage of Enrolled Nurses who identified as *New Zealand European/Pakehā* – again excluding *Pacific Health Service Provider* – were *Māori Health Service Provider* (43%), *Nursing Agency* (65%) and *Rest Home/Residential Care* (72%). The settings with the highest were *Rural* (90%), *Self-Employed* (88%), and *Other* (85%). Those Enrolled Nurses who identified as *Other European* were most commonly working in *Rest Home/Residential Care* (27% of *Other European* ENs), *Acute DHB* (24%) or *Other DHB* settings (23%). Those who identified as *Indian* were most commonly working in *Rest Home/Residential Care* (36% of *Indian* ENs), *Acute DHB* (15%) or *Private Hospital* (13%) settings.

**Table 38: Employment settings of the Enrolled Nurse workforce by ethnicity<sup>44</sup>**

Employment setting	NZ European/ Pākehā		Other European		NZ Māori		Cook Island Māori		Niuean Tokelauan		Fijian		Other Pacific Peoples		Filipino		Other SE Asian		Chinese		Indian		Other Asian		African		Other		Unstated ethnicities		All	
DHB (acute)	408	52	37	4	5	3	1	9	3	8	1	5	16	4	4	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	516	
DHB (community)	167	25	25	3	1	3	1	-	1	2	1	1	4	-	3	6	1	-	-	-	-	-	-	-	-	-	-	-	-	208		
DHB (other)	335	49	39	8	3	5	-	1	5	6	1	3	12	1	5	16	-	-	-	-	-	-	-	-	-	-	-	-	-	443		
Educational Institution	16	2	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	19		
Government Agency	5	-	2	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8		
Māori Health Service Provider	13	5	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30		
Nursing Agency	36	3	5	2	1	-	-	1	-	3	-	1	4	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	55		
Pacific Health Service Provider	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2		
Primary Health Care/Community	187	19	24	6	1	1	1	8	-	3	-	1	10	3	7	10	1	-	-	-	-	-	-	-	-	-	-	-	-	249		
Private Hospital	199	26	23	2	-	1	1	5	-	1	-	-	14	-	4	11	-	-	-	-	-	-	-	-	-	-	-	-	-	246		
Rest Home/Residential Care	427	59	69	8	3	3	-	-	15	2	7	6	39	6	13	26	1	-	-	-	-	-	-	-	-	-	-	-	-	597		
Rural	38	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	42		
Self-Employed	14	2	1	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	16		
Other	213	20	31	1	2	-	-	3	-	2	1	-	7	-	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	251		
Unstated	81	8	18	6	1	3	1	11	2	13	-	5	20	7	7	12	-	-	-	-	-	-	-	-	-	-	-	-	-	192		
<b>All settings</b>	<b>1,771</b>	<b>217</b>	<b>235</b>	<b>34</b>	<b>12</b>	<b>16</b>	<b>3</b>	<b>2</b>	<b>49</b>	<b>12</b>	<b>40</b>	<b>4</b>	<b>21</b>	<b>107</b>	<b>40</b>	<b>94</b>	<b>2</b>	<b>40</b>	<b>20</b>	<b>21</b>	<b>107</b>	<b>20</b>	<b>40</b>	<b>94</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2,391</b>				

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

Table 39 describes the FTE-equivalent workload that practising Enrolled Nurses reported working during an average week in their employment setting, and Table 40 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 both 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 = 224). Enrolled Nurses reported working an average of 0.86 FTE (median of 0.88 FTE), with 43% of ENs working between 0.9 and 1.1 FTE in an average week and 5% working 1.1 FTE or more.

**Table 39: Enrolled Nurses' FTE-equivalent worked in an 'average' week by employment setting<sup>45</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+	All ENs stating hours	Mean FTE
DHB (acute)	1	-	3	2	10	8	50	12	114	44	125	1	1	-	1	-	15	389	0.87
DHB (community)	-	-	3	-	7	4	24	6	26	8	42	-	1	-	-	-	1	125	0.78
DHB (other)	1	-	-	1	15	8	36	20	84	21	95	-	1	2	-	-	6	292	0.83
Educational Institution	-	-	1	-	-	1	2	-	-	1	1	-	-	-	-	-	1	7	0.85
Government Agency	-	-	-	-	1	-	-	-	-	-	6	-	-	-	-	-	-	7	0.91
Māori Health Service Provider	-	-	-	-	-	-	2	-	4	-	7	-	-	1	-	-	-	14	0.90
Nursing Agency	-	-	-	1	-	-	5	1	3	2	6	1	-	-	-	-	1	22	0.77
Pacific Health Service Provider	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	2	0.80
Primary Health Care/Community	-	1	1	2	5	8	17	7	29	10	66	1	2	4	-	-	2	157	0.85
Private Hospital	-	-	3	3	8	10	27	16	35	10	40	1	3	1	-	-	-	159	0.76
Rest Home/Residential Care	1	2	8	7	15	15	33	28	94	56	162	3	2	5	1	1	7	454	0.83
Rural	1	-	-	-	1	-	-	-	2	1	1	-	-	1	-	-	-	7	0.73
Self-Employed	-	-	1	-	-	-	-	-	-	1	1	-	-	-	-	-	-	3	0.72
Other	-	1	-	1	1	4	14	4	20	8	19	1	2	2	-	-	-	78	0.80
<b>All settings</b>	<b>6</b>	<b>4</b>	<b>30</b>	<b>25</b>	<b>76</b>	<b>72</b>	<b>263</b>	<b>124</b>	<b>521</b>	<b>199</b>	<b>714</b>	<b>14</b>	<b>18</b>	<b>28</b>	<b>3</b>	<b>4</b>	<b>66</b>	<b>2,167</b>	<b>0.86</b>

<sup>45</sup> This table includes items where nurses could give more than one answer. Nurses who provided more than one setting have only been included in the 'All settings' line. The 224 Enrolled Nurses who did not state hours worked have been excluded from this table other than the 'All ENs' column.

Table 40: Enrolled Nurses' FTE hours worked in an 'average' week by practice area<sup>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+	All ENS stating hours	Mean FTE
Addiction Services	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	4	1.00
Assessment & Rehabilitation	1	-	2	1	6	8	26	10	49	20	68	-	1	-	-	-	5	197	0.84
Child Health, incl. neonatology	-	-	-	-	1	-	7	1	6	1	8	-	-	-	-	-	-	24	0.79
Continuing Care (elderly)	-	1	9	10	14	20	41	30	93	55	137	1	4	4	1	-	13	450	0.82
District Nursing	-	-	1	1	2	3	17	3	21	2	34	-	-	1	-	-	3	89	0.84
Emergency & Trauma	-	-	-	-	-	-	2	-	-	-	1	-	-	1	-	-	4	4	0.85
Family Planning/Sexual Health	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	2	0.80
Intellectually Disabled	-	-	1	1	1	-	1	2	3	-	17	-	-	1	-	-	-	27	0.88
Intensive Care/Cardiac Care	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	2	1.40
Medical	1	-	1	-	4	-	18	6	40	9	30	-	1	-	-	-	2	112	0.82
Mental Health (community)	-	-	-	1	-	2	1	3	3	1	15	-	-	-	-	-	1	24	0.93
Mental Health (inpatients)	-	-	1	1	2	-	8	3	14	14	65	-	1	1	-	-	6	117	0.96
Nursing Administration & Management	-	-	-	-	1	-	1	1	2	1	9	-	1	1	-	-	-	17	0.92
Nursing Education	-	-	-	-	-	-	-	1	-	-	3	-	-	-	-	-	-	4	0.94
Nursing Professional Advice/Policy	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	1.00
Nursing Research	-	-	-	-	-	-	1	-	1	2	-	-	-	-	-	-	-	4	0.85
Obstetrics/Maternity	-	-	1	-	5	1	10	-	11	4	5	-	-	-	-	-	-	37	0.71
Occupational Health	-	-	-	-	-	-	1	-	-	1	5	1	1	-	-	-	-	9	0.97
Oncology	-	-	-	-	-	-	-	-	3	1	1	-	-	-	-	-	-	5	0.86
Palliative Care	1	1	1	-	-	2	12	1	18	3	5	-	-	-	-	-	-	43	0.74
Perioperative Care (Theatre)	-	-	2	1	2	5	14	10	31	10	42	2	1	1	-	-	3	125	0.85
Practice Nursing	1	-	-	-	2	-	3	6	12	4	16	-	-	-	-	1	3	48	0.90
Primary Health Care	-	-	2	2	3	7	12	5	17	9	35	-	1	1	-	-	-	97	0.79
Public Health	-	-	-	-	-	2	-	2	5	1	3	-	-	-	-	-	-	14	0.75
School Health	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	1	3	1.23
Surgical	-	-	-	1	8	2	18	7	46	11	26	-	-	-	-	-	3	123	0.80
Youth Health	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	0.90
Other	1	1	2	-	7	8	13	6	27	4	31	1	-	2	1	1	2	108	0.79
<b>All practice areas</b>	<b>6</b>	<b>4</b>	<b>30</b>	<b>25</b>	<b>76</b>	<b>72</b>	<b>263</b>	<b>124</b>	<b>521</b>	<b>199</b>	<b>714</b>	<b>14</b>	<b>18</b>	<b>28</b>	<b>3</b>	<b>4</b>	<b>66</b>	<b>2,167</b>	<b>0.86</b>

<sup>46</sup> This table includes items where nurses could give more than one answer. Nurses who provided more than one area have only been included in the 'All practice areas' line. The 224 Enrolled Nurses who did not state hours worked have been excluded from this table other than the 'All ENS' column.

### 5.3 Practice Areas of Enrolled Nurses

Table 41 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 (elderly)* (26% of the EN workforce), followed by *Assessment & Rehabilitation* (13%) and *Medical* (10%), while nine areas had fewer than 10 ENs. Twenty per cent of ENs reported working in multiple practice areas, and only 1% reported having no Direct Care roles.

The largest concentrations of the male Enrolled Nurse workforce practised in *Continuing Care* (26% of male ENs), *Inpatients Mental Health* (18%) and *Assessment & Rehabilitation* (16%), while the areas where male ENs made up the greatest percentage of the workforce – excluding very small areas – were *Inpatients Mental Health* (11%), *Community Mental Health* (9%) and nursing for people with intellectual disabilities (8%). Eleven areas had no male Enrolled Nurses.

Excluding very small workforces, those practice areas with the largest proportion of Enrolled Nurses aged under 40 were *Inpatients Mental Health* (29%), *Primary Health Care* and *Community Mental Health* (both 22%), and *Emergency & Trauma* (20%). These were also among the few areas where less than 75% of ENs were aged 50 or above (61%, 66%, 60% and 75%), alongside *Public Health* (58%), nursing for people with intellectual disabilities (73%) and *Practice Nursing* (74%).

**Table 41: Practice areas of the Enrolled Nurse workforce by age and gender<sup>47</sup>**

Practice area	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups	% of all ENs	Female	Male
Addiction Services	-	-	-	1	-	1	-	5	-	1	8	0.3%	8	-
Assessment & Rehabilitation	7	17	14	11	8	17	26	72	86	52	310	13.0%	294	16
Child Health, incl. neonatology	-	-	-	-	-	-	1	9	11	7	28	1.2%	27	1
Continuing Care (elderly)	6	21	25	18	22	36	64	117	185	129	623	26.1%	597	26
District Nursing	1	3	9	2	3	6	18	33	41	19	135	5.6%	131	4
Emergency & Trauma	1	1	1	1	1	-	-	9	1	5	20	0.8%	19	1
Family Planning/Sexual Health	-	-	-	-	-	-	1	-	1	-	2	0.1%	2	-
Intellectually Disabled	-	4	3	2	3	1	5	6	15	10	49	2.0%	45	4
Intensive Care/Cardiac Care	-	1	-	-	1	-	-	-	-	1	3	0.1%	2	1
Medical	2	9	11	11	6	7	17	51	64	54	232	9.7%	222	10
Mental Health (community)	1	5	3	1	2	6	4	5	7	11	45	1.9%	41	4
Mental Health (inpatients)	5	21	11	11	9	8	19	33	29	20	166	6.9%	148	18
Nursing Administration & Management	-	-	1	-	-	1	2	14	13	4	35	1.5%	35	-
Nursing Education	-	-	-	-	-	1	1	3	3	1	9	0.4%	9	-
Nursing Professional Advice/Policy	-	-	-	-	-	1	-	-	-	-	1	0.0%	1	-
Nursing Research	-	-	1	-	-	-	1	1	3	-	6	0.3%	6	-
Obstetrics/Maternity	-	-	-	-	-	2	2	15	16	18	53	2.2%	53	-
Occupational Health	-	1	-	-	-	-	1	5	1	3	11	0.5%	11	-
Oncology	-	-	1	-	-	-	-	4	1	2	8	0.3%	8	-
Palliative Care	1	1	2	1	4	3	8	35	33	37	125	5.2%	124	1
Perioperative Care (Theatre)	3	8	4	3	3	9	11	34	54	27	156	6.5%	152	4

Table continued on next page >

Practice Nursing	1	3	7	2	2	5	7	13	20	16	76	3.2%	75	1
Primary Health Care	2	10	8	9	8	7	10	28	34	14	130	5.4%	127	3
Public Health	1	1	-	3	2	4	4	6	4	1	26	1.1%	25	1
School Health	-	-	-	-	-	-	2	1	3	1	7	0.3%	7	-
Surgical	-	13	9	3	3	6	16	48	43	52	193	8.1%	184	9
Youth Health	-	-	-	-	-	-	1	1	-	1	3	0.1%	3	-
Other	4	7	9	6	6	7	16	53	57	37	202	8.4%	199	3
Unstated	44	52	40	23	20	11	7	8	4	-	209	8.7%	200	9
<b>All practice areas</b>	<b>78</b>	<b>164</b>	<b>140</b>	<b>99</b>	<b>90</b>	<b>111</b>	<b>207</b>	<b>488</b>	<b>597</b>	<b>417</b>	<b>2,391</b>		<b>2,291</b>	<b>100</b>

Table 42 shows the number of Enrolled Nurses in each practice area who identified with particular ethnic groups. The practice area in which the greatest percentage of the workforce identified as Māori (setting aside areas with fewer than 10 ENs) was *Community Mental Health* (29% of ENs in this area identified as Māori), followed by *Emergency & Trauma* (25%) and *Public Health* (19%). The area with the largest percentage of Pacific Enrolled Nurses – setting aside areas with very small workforces – was *Public Health* (12% of this workforce identified with at least one Pacific ethnicity), followed by *Primary Health Care* and *Practice Nursing* (both 8%), and *Inpatients Mental Health* (7%). Ten areas had no ENs who identified with Pacific ethnic groups, although of these areas only *Child Health* and *Community Mental Health* had significant EN workforces.

Conversely, the practice areas with the lowest percentage of Enrolled Nurses who identified as *New Zealand European/Pākehā* – again setting aside very small areas – were *Public Health* (58%), *Community Mental Health* (60%), and *Practice Nursing* (64%). Those ENs who identified as *Other European* were most commonly working in *Continuing Care (elderly)* (28%), *Assessment & Rehabilitation* (16%) and *Perioperative Care* (12%), while those who identified as *Indian* were mainly working in *Continuing Care* (28%), *Medical* (14%), and *Assessment & Rehabilitation* (10%) areas.

<sup>47</sup>This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

Table 42: Practice areas of the Enrolled Nurse workforce by ethnicity<sup>48</sup>

Practice area	NZ European/ Pākehā		Other European		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian		Other Pacific Peoples		Filipino		Other SE Asian		Chinese		Indian		Other Asian		African		Other Unstated ethnicities		All ethnicities	
Addiction Services	7	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	8	
Assessment & Rehabilitation	234	34	28	6	-	-	4	-	1	2	-	-	-	-	2	1	1	1	1	1	1	1	1	3	5	16	-	310		
Child Health, incl. neonatology	27	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28		
Continuing Care (elderly)	478	60	72	9	1	3	1	14	1	4	5	1	3	30	3	3	10	22	1	623										
District Nursing	113	15	11	1	1	-	-	-	1	-	1	-	1	4	1	3	1	1	135											
Emergency & Trauma	15	3	5	-	1	-	-	-	-	-	1	-	-	-	-	-	1	-	20											
Family Planning/Sexual Health	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2											
Intellectually Disabled	32	6	9	1	1	-	-	-	-	-	1	-	-	-	-	-	1	3	49											
Intensive Care/Cardiac Care	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	3											
Medical	188	19	15	1	-	2	-	5	-	1	1	1	15	1	2	1	2	1	232											
Mental Health (community)	27	5	13	-	-	-	-	-	-	1	1	-	2	1	-	1	2	1	45											
Mental Health (inpatients)	110	17	20	2	1	2	-	6	-	7	1	3	7	2	2	8	-	166												
Nursing Administration & Management	30	8	1	-	1	-	-	-	-	-	2	-	-	-	-	-	1	-	35											
Nursing Education	7	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	9											
Nursing Professional Advice/Policy	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1											
Nursing Research	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6											
Obstetrics/Maternity	48	4	5	2	-	-	-	-	-	-	-	-	-	-	1	-	-	-	53											
Occupational Health	10	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11											
Oncology	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8											
Palliative Care	105	11	10	1	-	1	-	1	-	1	1	1	2	-	-	-	2	5	125											
Perioperative Care (Theatre)	123	25	10	2	1	1	-	2	-	1	1	1	6	-	1	6	1	6	156											
Practice Nursing	49	5	9	2	1	-	3	-	-	1	-	1	4	1	4	3	-	76												
Primary Health Care	94	12	12	2	2	-	5	-	1	2	2	1	9	1	4	6	-	130												
Public Health	15	2	5	1	-	-	1	-	-	1	-	-	1	-	-	-	4	-	26											
School Health	5	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7											
Surgical	158	14	17	2	4	1	1	1	1	3	-	-	5	1	1	8	-	193												
Youth Health	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3											
Other	167	17	26	-	-	-	2	2	4	1	2	8	6	-	5	8	-	202												
Unstated	86	9	22	7	1	4	1	11	2	13	2	13	22	8	9	13	-	209												
<b>All practice areas</b>	<b>1,771</b>	<b>217</b>	<b>235</b>	<b>34</b>	<b>12</b>	<b>16</b>	<b>3</b>	<b>2</b>	<b>49</b>	<b>12</b>	<b>40</b>	<b>4</b>	<b>21</b>	<b>107</b>	<b>20</b>	<b>40</b>	<b>94</b>	<b>2</b>	<b>2,391</b>											

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

## 5.4 Qualifications of Enrolled Nurses

Table 43 overleaf 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. Eight per cent of Enrolled Nurses had received their qualification outside New Zealand (i.e. are considered IQNs); of these, 37% had an Australian qualification, 19% a South African qualification, and 14% a qualification from the *United Kingdom* (equalling 3%, 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 *Public Health* (19%), *Nursing Administration & Management* (14%) and *Perioperative Care (Theatre)* (13%). Five areas had no Internationally-Qualified Enrolled Nurses, although all but *Obstetrics/Maternity* had small EN workforces in total. Chapter 8 contains more information on the IQN workforce.

Overall, 10% of Enrolled Nurses had a post-registration qualification, although they were slightly less common (at 9%) amongst IQNs. Again setting aside very small practice areas, having such a qualification was most common in *Occupational Health* (27%), *Public Health* and *Other* areas (both 15%), and *Inpatients Mental Health* and nursing for people with intellectual disabilities (both 14%). Looking solely at those areas with at least 100 Enrolled Nurses, post-registration qualifications were most common in *Inpatients Mental Health* (14%), and *Assessment & Rehabilitation* and *Palliative Care* (both 13%).

**Table 43: Practice areas of the Enrolled Nurse workforce by country or region of qualification and possession of post-registration qualifications<sup>49</sup>**

Practice area	NZ	Australia	Other Pacific	Philippines	China <sup>50</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	All Regions	Post-Registration Qualification
Addiction Services	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	12.5%
Assessment & Rehabilitation	287	6	2	-	-	4	2	-	6	-	-	2	-	-	1	-	310	12.9%
Child Health, incl. neonatology	26	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	28	3.6%
Continuing Care (elderly)	554	24	6	-	2	7	1	-	17	1	-	7	-	1	3	-	623	11.2%
District Nursing	127	4	-	-	-	1	-	-	1	-	-	1	-	-	1	-	135	9.6%
Emergency & Trauma	18	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	20	5.0%
Family Planning/Sexual Health	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	100.0%
Intellectually Disabled	46	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	49	14.3%
Intensive Care/Cardiac Care	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	33.3%
Medical	205	10	1	-	1	8	-	-	2	-	-	4	-	-	1	-	232	9.1%
Mental Health (community)	43	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	45	6.7%
Mental Health (inpatients)	158	3	1	-	1	-	1	-	-	-	-	2	-	-	-	-	166	14.5%
Nursing Administration & Management	30	2	-	-	-	-	-	-	2	-	-	1	-	-	-	-	35	11.4%
Nursing Education	8	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	9	11.1%
Nursing Professional Advice/Policy	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Nursing Research	5	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	6	-
Obstetrics/Maternity	53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	53	7.5%
Occupational Health	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	27.3%
Oncology	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	12.5%
Palliative Care	115	5	1	-	-	-	1	-	3	-	-	-	-	-	-	-	125	12.8%
Perioperative Care (Theatre)	136	2	1	-	-	1	-	-	7	-	-	8	-	1	-	-	156	10.9%
Practice Nursing	70	4	1	-	-	-	-	-	-	-	-	1	-	-	-	-	76	11.8%
Primary Health Care	120	5	-	-	-	1	-	-	2	-	-	1	1	-	1	-	130	10.8%
Public Health	21	3	-	-	-	-	-	-	-	-	-	-	1	-	1	-	26	15.4%
School Health	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-
Surgical	185	4	-	-	-	2	-	-	1	-	-	-	-	-	1	-	193	7.3%
Youth Health	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	3	-
Other	185	9	1	-	-	-	-	-	3	-	1	2	-	-	1	-	202	15.3%
Unstated	202	1	-	-	-	3	1	-	1	-	-	1	-	-	-	-	209	0.5%
<b>All practice areas</b>	<b>2,200</b>	<b>70</b>	<b>11</b>	<b>-</b>	<b>4</b>	<b>24</b>	<b>6</b>	<b>-</b>	<b>37</b>	<b>1</b>	<b>1</b>	<b>27</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>-</b>	<b>2,391</b>	<b>10.0%</b>

<sup>49</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

<sup>50</sup> Includes People's Republic of China, Hong Kong and Taiwan.

# 06

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## (Te) Ohu Mahi Tapuhi Māori/ The Māori Nursing Workforce

This chapter 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.

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There were 4,206 practising nurses who identified as Māori on the Register at 31 March 2019: 34 Nurse Practitioners, 3,937 Registered Nurses and 235 Enrolled Nurses. This represents 8% of the total nursing workforce, 9% of Nurse Practitioners, 8% of Registered Nurses and 10% of Enrolled Nurses.<sup>51</sup> The Māori nursing workforce had a slightly higher proportion of Enrolled Nurses compared with the non-Māori workforce: 6% of Māori nurses were ENs, compared with 4% of non-Māori. While the Council does not collect study data, Ministry of Education records show that in 2018 Māori learners made up 15% of all tertiary education students enrolled in the 'Narrow' field of *Nursing*, including 19% of those studying at degree level (although this does include midwifery students).<sup>52</sup>

Most (56%) Māori nurses identified with another ethnic group as well as *New Zealand Māori*, with 51% (N = 2,152) identifying with one additional group, and 5% (N = 219) with a total of three ethnic groups. As Table 44 shows, most of these nurses (89%) included *New Zealand European/Pākehā* for at least one of their ethnic identities.<sup>53</sup> The next most common ethnicities amongst these nurses were *Other European* (10%) and *Other* (2%). In total, 127 Māori nurses also identified with at least one Pacific ethnicity – most commonly *Cook Island Māori* or *Samoan*.

<sup>51</sup> For reference, in December 2018 Māori made up 15% of the New Zealand population, and in March 2019 made up 12% of the employed workforce (see *Māori population estimates: Mean year ended 31 December 2018 and Household labour force survey: March 2019 quarter*, available at stats.govt.nz).

<sup>52</sup> See Ministry of Education. (2019). *The predominant field of study of students at tertiary education providers*. <https://www.educationcounts.govt.nz/statistics/tertiary-education/participation>

<sup>53</sup> Forty-seven per cent of all Māori nurses (N = 1,745) identified as *NZ Māori* and *NZ European/Pākehā*.

Table 44: **Multiple ethnic identities of Māori nurses**

Most common additional ethnicities	Number	% of all Māori nurses
NZ European	2,100	49.9%
Other European	226	5.4%
Cook Island Māori	43	1.0%
Samoan	38	0.9%
Chinese	17	0.4%
Niuean	15	0.4%
Tongan	13	0.3%
Indian	10	0.2%
Fijian	9	0.2%
Other Pacific Peoples	7	0.2%
Tokelauan	6	0.1%
Other Asian	6	0.1%
Filipino	2	0.0%
Other South-East Asian	1	0.0%
African	1	0.0%
Other	96	2.3%
<b>All Māori Nurses with multiple ethnicities</b>	<b>2,371</b>	<b>56.4%</b>

The Māori workforce included proportionately fewer men compared with the workforce as a whole: 5% of Māori nurses were male, compared with 9% of all practising nurses. This workforce had a slightly older age profile than the nursing workforce as a whole; 34% of Māori nurses were aged under 40 compared with 38% of all practising nurses, although in both populations 43% were aged 50 or older. The median age of Māori nurses was 47, while the median for the workforce as a whole was 46. However, Māori nurses had generally been practising for a shorter time; 27% of Māori had been practising for fewer than six years compared with 20% of non-Māori, and 45% had been practising for more than 15 years compared with 51% of non-Māori.

Fifty-eight Māori nurses (1%) were Internationally-Qualified Nurses (IQNs): two Nurse Practitioners, six Enrolled Nurses and 50 Registered Nurses. Of these Māori IQNs, 45 had received their qualification in Australia, nine in the United Kingdom, three in North America and one in the Philippines. Excluding the 406 nurses who did not report their total working hours, 41% of Māori nurses reported working on a part-time basis (less than 35 hours a week).

As shown in Table 45, 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 55% of Māori nurses, while only 17% worked in South Island regions (50% of whom worked in *Canterbury*). This concentration was somewhat stronger than the overall nursing workforce, where 51% of the total (excluding *Unstated* responses) were located in those Upper North Island regions, and 26% were located in the South Island.

Table 45: **Geographic distribution of the Māori nursing workforce**

Region	Māori Enrolled Nurses		Māori Registered Nurses		Total Māori workforce		All Nurses %
	N	%	N	%	N	%	
Auckland	33	14.0%	627	15.9%	664	15.8%	27.8%
Bay of Plenty	23	9.8%	455	11.6%	484	11.5%	6.4%
Canterbury	26	11.1%	296	7.5%	324	7.7%	13.8%
Hawkes Bay	15	6.4%	219	5.6%	235	5.6%	3.6%
Manawatu-Wanganui	16	6.8%	279	7.1%	298	7.1%	5.2%
Nelson-Marlborough	3	1.3%	99	2.5%	102	2.4%	2.9%
Northland	24	10.2%	355	9.0%	386	9.2%	3.7%
Otago	8	3.4%	92	2.3%	102	2.4%	4.8%
Southland	16	6.8%	79	2.0%	97	2.3%	2.1%
Tairāwhiti	9	3.8%	163	4.1%	172	4.1%	1.0%
Taranaki	5	2.1%	130	3.3%	135	3.2%	2.4%
Waikato	23	9.8%	400	10.2%	426	10.1%	9.0%
Wellington	14	6.0%	393	10.0%	410	9.7%	10.5%
West Coast	2	0.9%	22	0.6%	25	0.6%	0.8%
Unstated	18	7.7%	328	8.3%	346	8.2%	5.9%
<b>All regions</b>	<b>235</b>		<b>3,937</b>		<b>4,206</b>		<b>54,456</b>

The most common employment settings for Māori nurses, shown in Table 46, were *Acute DHB*, *Primary Health Care/Community* and *Community DHB*. When *Unstated* responses are removed these accounted for 72% of the Māori nursing workforce. Twenty-four per cent (N = 1,026) of Māori nurses worked in multiple settings, and 55% (N = 2,317) worked in at least one DHB setting. The distribution of Māori nurses across different settings was generally similar to that of the overall nursing workforce. The key exceptions were noticeably larger percentages working in *Māori Health Service Provider* (9% of Māori nurses versus 1% of the total workforce when *Unstated* responses are removed) and *Community DHB* (16% versus 11%) settings, and fewer in *Acute DHB* (37% versus 42%), *Rest Home/Residential Care* (8% versus 12%) and *Private Hospital* (4% versus 8%) settings.

Table 46: **Employment settings of the Māori nursing workforce<sup>54</sup>**

Employment setting	Māori Enrolled Nurses		Māori Registered Nurses		Total Māori workforce		All Nurses %
	N	%	N	%	N	%	
DHB (acute)	37	15.7%	1,391	35.3%	1,431	34.0%	39.4%
DHB (community)	25	10.6%	589	15.0%	620	14.7%	10.0%
DHB (other)	39	16.6%	467	11.9%	507	12.1%	11.1%
Educational Institution	2	0.9%	96	2.4%	102	2.4%	2.2%
Government Agency	2	0.9%	54	1.4%	56	1.3%	1.2%
Māori Health Service Provider	20	8.5%	327	8.3%	356	8.5%	1.1%
Nursing Agency	5	2.1%	64	1.6%	69	1.6%	1.7%
Pacific Health Service Provider	-	-	9	0.2%	9	0.2%	0.1%
Primary Health Care/Community	24	10.2%	698	17.7%	741	17.6%	15.2%
Private Hospital	23	9.8%	140	3.6%	163	3.9%	7.6%
Rest Home/Residential Care	69	29.4%	239	6.1%	308	7.3%	10.8%
Rural	5	2.1%	92	2.3%	104	2.5%	1.4%
Self-Employed	1	0.4%	74	1.9%	77	1.8%	1.9%
Other	31	13.2%	303	7.7%	337	8.0%	8.2%
Unstated	18	7.7%	334	8.5%	352	8.4%	6.1%
<b>All settings</b>	<b>235</b>		<b>3,937</b>		<b>4,206</b>		<b>54,456</b>

<sup>54</sup>This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

As illustrated in Table 47, the most common practice areas for Māori nurses were *Primary Health Care*, *Medical*, *Community Mental Health*, *Surgical* and *Other*. When *Unstated* responses are removed these areas accounted for 50% of the Māori nursing workforce. Twenty-seven per cent (N = 1,135) of Māori nurses worked in multiple practice areas, and only 4% (N = 177) did not practise in any form of 'Direct Care' role. Table 48 illustrates the number of Māori nurses working in different practice areas in different regions.

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. When *Unstated* responses are removed 16% of Māori nurses were practising in *Primary Health Care*, compared with 9% of the workforce as a whole, while 10% practised in *Community Mental Health* and 9% in *Inpatients Mental Health* compared with 5% each for the workforce as a whole. In contrast, while 13% of the total workforce worked in *Surgical* nursing and 11% in *Continuing Care (elderly)*, only 9% and 8% respectively of Māori nurses did so.

Table 47: Practice areas of the Māori nursing workforce<sup>55</sup>

Practice area	Māori Enrolled Nurses		Māori Registered Nurses		Total Māori workforce		All Nurses %
	N	%	N	%	N	%	
Addiction Services	2	0.9%	33	0.8%	36	0.9%	0.5%
Assessment & Rehabilitation	28	11.9%	127	3.2%	156	3.7%	3.9%
Child Health, incl. Neonatology	-	-	218	5.5%	220	5.2%	5.7%
Continuing Care (elderly)	72	30.6%	250	6.4%	322	7.7%	10.4%
District Nursing	11	4.7%	111	2.8%	122	2.9%	3.0%
Emergency & Trauma	5	2.1%	276	7.0%	283	6.7%	6.2%
Family Planning/Sexual Health	-	-	18	0.5%	19	0.5%	0.4%
Intellectually Disabled	9	3.8%	15	0.4%	24	0.6%	0.5%
Intensive Care/Cardiac Care	-	-	127	3.2%	128	3.0%	4.7%
Medical	15	6.4%	377	9.6%	394	9.4%	11.0%
Mental Health (community)	13	5.5%	368	9.3%	383	9.1%	4.6%
Mental Health (inpatients)	20	8.5%	313	8.0%	333	7.9%	4.3%
Nursing Administration & Management	1	0.4%	214	5.4%	219	5.2%	4.7%
Nursing Education	1	0.4%	132	3.4%	136	3.2%	3.2%
Nursing Professional Advice/Policy	1	0.4%	60	1.5%	61	1.5%	0.9%
Nursing Research	-	-	23	0.6%	23	0.5%	0.8%
Obstetrics/Maternity	5	2.1%	34	0.9%	39	0.9%	1.7%
Occupational Health	2	0.9%	38	1.0%	40	1.0%	1.0%
Oncology	-	-	25	0.6%	25	0.6%	1.4%
Palliative Care	10	4.3%	90	2.3%	100	2.4%	2.8%
Perioperative Care (Theatre)	10	4.3%	173	4.4%	183	4.4%	7.2%
Practice Nursing	9	3.8%	209	5.3%	220	5.2%	5.5%
Primary Health Care	12	5.1%	566	14.4%	603	14.3%	8.6%
Public Health	5	2.1%	110	2.8%	116	2.8%	1.6%
School Health	2	0.9%	32	0.8%	34	0.8%	0.6%
Surgical	17	7.2%	345	8.8%	362	8.6%	12.0%
Youth Health	-	-	34	0.9%	35	0.8%	0.4%
Other	26	11.1%	329	8.4%	359	8.5%	8.6%
Unstated	22	9.4%	344	8.7%	366	8.7%	6.4%
<b>All practice areas</b>	<b>235</b>		<b>3,937</b>		<b>4,206</b>		<b>54,456</b>

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

Table 48: Practice areas of the Māori nursing workforce by region<sup>56</sup>

Practice area	Auckland	Bay of Plenty	Canterbury	Hawkes Bay	Manawatu-Whanganui	Marlborough	Nelson-	Northland	Otago	Southern	Tairāwhiti	Taranaki	Waikato	Wellington	West Coast	Unstated	Total Māori workforce
Addition Services	7	2	5	3	3	-	3	1	2	1	1	2	5	2	-	-	36
Assessment & Rehabilitation	27	14	27	8	16	4	23	4	2	4	4	4	13	10	-	-	156
Child Health, incl. neonatology	57	21	16	7	16	3	19	10	6	10	7	7	19	27	-	2	220
Continuing Care (elderly)	36	41	22	30	26	13	23	10	15	15	19	19	29	40	3	-	322
District Nursing	19	15	21	5	3	4	10	5	5	10	4	4	7	14	-	-	122
Emergency & Trauma	49	34	15	19	27	6	29	5	5	16	11	11	40	24	3	-	283
Family Planning/Sexual Health	3	4	1	-	1	-	4	-	1	1	-	-	1	3	-	-	19
Intellectually Disabled	3	3	3	-	1	-	-	2	2	-	1	1	2	7	-	-	24
Intensive Care/Cardiac Care	33	17	7	6	10	3	6	6	1	8	4	4	11	15	-	1	128
Medical	51	70	16	45	23	5	48	8	8	19	12	12	49	37	1	2	394
Mental Health (community)	64	36	27	12	44	10	57	8	9	18	19	19	50	28	1	-	383
Mental Health (inpatients)	71	32	38	12	30	9	20	9	7	15	13	13	35	38	4	-	333
Nursing Administration & Management	27	29	18	15	12	7	31	5	5	9	4	4	24	29	4	-	219
Nursing Education	24	16	16	9	8	4	15	3	2	3	5	5	16	15	-	-	136
Nursing Professional Advice/Policy	12	7	3	5	7	3	6	2	2	1	2	2	6	7	-	-	61
Nursing Research	9	2	1	2	2	-	-	1	-	1	1	1	1	3	-	-	23
Obstetrics/Maternity	8	3	4	1	2	-	4	-	2	1	5	5	5	3	1	-	39
Occupational Health	7	3	3	1	1	1	5	3	3	1	8	8	2	1	1	-	40
Oncology	4	2	4	1	1	-	5	2	-	1	-	-	4	1	-	-	25
Palliative Care	10	16	4	6	5	4	10	1	5	6	6	6	10	16	1	-	100
Perioperative Care (Theatre)	34	26	21	8	8	7	12	8	8	9	3	3	20	17	2	-	183
Practice Nursing	37	38	14	8	21	6	16	5	1	9	7	7	35	21	1	1	220
Primary Health Care	88	72	40	45	49	20	79	15	12	19	14	14	79	61	8	2	603
Public Health	17	19	3	10	12	2	10	3	4	5	1	1	15	15	-	-	116
School Health	9	4	2	4	2	-	3	1	-	1	1	1	2	4	1	-	34
Surgical	64	46	37	23	19	12	24	9	6	22	12	12	43	43	1	1	362
Youth Health	8	7	2	1	2	-	4	-	-	2	-	-	3	6	-	-	35
Other	46	38	33	25	29	14	41	9	15	19	13	13	37	35	4	1	359
Unstated	3	3	4	2	1	-	4	-	1	1	1	1	4	3	-	339	366
<b>All practice areas</b>	<b>664</b>	<b>484</b>	<b>324</b>	<b>235</b>	<b>298</b>	<b>102</b>	<b>386</b>	<b>102</b>	<b>97</b>	<b>172</b>	<b>135</b>	<b>135</b>	<b>426</b>	<b>410</b>	<b>25</b>	<b>346</b>	<b>4,206</b>

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

# 07

## Te Ohu Mahi Tapuhi Moana nui a Kiwa/ The Pacific Nursing Workforce

This chapter contains data specifically regarding Pacific nurses, defined as those nurses who identified with at least one Pacific ethnic group. 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 2,188 practising nurses who identified with at least one Pacific ethnic group on the Register at 31 March 2019: seven Nurse Practitioners, 2,059 Registered Nurses and 122 Enrolled Nurses. This represents 4% of the total nursing workforce, 2% of Nurse Practitioners, 4% of Registered Nurses and 5% of Enrolled Nurses.<sup>57</sup> The distribution of Pacific nurses between scopes of practice was very similar to the non-Pacific workforce, although 6% of Pacific nurses were Enrolled Nurses compared with 4% of non-Pacific nurses. While the Council does not collect study data, Ministry of Education records show that in 2018 Pacific learners made up 9% of all tertiary education students enrolled in the 'Narrow' field of *Nursing*, including 11% of those studying at degree level (although this does include midwifery students).<sup>58</sup>

A little under half (46%) of Pacific nurses identified with more than one ethnic group, with 37% (N = 803) identifying with two ethnic groups and 9% (N = 203) identifying with three. Of those who identified with multiple ethnicities, 16% (N = 157) identified with more than just Pacific ethnicity. As Table 49 shows, the most common non-Pacific ethnicity that Pacific nurses identified with was *Indian* (45%), followed by *NZ European/Pākehā* (33%) and *New Zealand Māori* (12%).

Table 49: Multiple ethnic identities of Pacific nurses

Most common non-Pacific ethnicities	Number	% of all Pacific nurses
Indian	397	18.1%
NZ European/Pākehā	300	13.7%
NZ Māori	127	5.8%
Other European	77	3.5%
Chinese	31	1.4%
Other Asian	9	0.4%
Filipino	3	0.1%
African	2	0.1%
Other South-East Asian	1	0.0%
Other	95	4.3%
<b>All Pacific Nurses with non-Pacific ethnicities</b>	<b>915</b>	<b>41.8%</b>

<sup>57</sup> For reference, in December 2018 Pacific peoples made up 6% of the employed workforce (see *Household labour force survey: March 2019 quarter*, available at [stats.govt.nz](https://stats.govt.nz); recent population data was not available).

<sup>58</sup> See Ministry of Education. (2019). *The predominant field of study of students at tertiary education providers*. <https://www.educationcounts.govt.nz/statistics/tertiary-education/participation>

The Pacific workforce had a similar proportion of men to that of the workforce as a whole: 8% of Pacific nurses were male compared with 9% of all nurses. The Pacific nursing workforce had a significantly younger age profile than the overall nursing workforce, with 32% aged 50 or older and 43% aged under 40. This compares with 43% and 38% respectively of all practising nurses. In keeping with this age profile, Pacific nurses had generally been practising for a shorter time than non-Pacific nurses; 32% had been practising for fewer than six years compared with 20% of the non-Pacific workforce, while 40% had been practising for over 15 years compared with 51% of non-Pacific nurses.

Eighteen per cent of Pacific nurses were Internationally-Qualified Nurses (IQNs): one Nurse Practitioner, 10 Enrolled Nurses and 384 Registered Nurses. Of these Pacific IQNs, 367 (93%) had received their qualifications in a Pacific country, 20 (5%) in Australia, four in the United Kingdom, and four from elsewhere. Excluding the 223 nurses who did not report their total working hours, 24% of Pacific nurses reported working on a part-time basis (less than 35 hours a week).

As shown in Table 50 below, the Pacific nursing workforce was heavily concentrated in *Auckland*. When *Unstated* responses are excluded, 60% of the Pacific nursing workforce was based in this region, with *Wellington* (17%) and to some extent *Waikato* (7%) being the only other regions with a significant Pacific presence. Only 7% of the Pacific nursing workforce (excluding *Unstated* responses) worked in the South Island. In contrast, 30% of the total nursing workforce (excluding *Unstated* responses) was located in the *Auckland* region, and 26% was located in the South Island.

**Table 50: Geographic distribution of the Pacific nursing workforce**

Region	Pacific Enrolled Nurses		Pacific Registered Nurses		Total Pacific workforce		All Nurses %
	N	%	N	%	N	%	
Auckland	61	50.0%	1,123	54.5%	1,188	54.3%	27.8%
Bay of Plenty	1	0.8%	58	2.8%	60	2.7%	6.4%
Canterbury	9	7.4%	69	3.4%	78	3.6%	13.8%
Hawkes Bay	1	0.8%	26	1.3%	27	1.2%	3.6%
Manawatu-Wanganui	1	0.8%	44	2.1%	46	2.1%	5.2%
Nelson-Marlborough	-	-	16	0.8%	16	0.7%	2.9%
Northland	3	2.5%	41	2.0%	44	2.0%	3.7%
Otago	4	3.3%	27	1.3%	31	1.4%	4.8%
Southland	-	-	9	0.4%	9	0.4%	2.1%
Tairāwhiti	1	0.8%	13	0.6%	14	0.6%	1.0%
Taranaki	-	-	7	0.3%	7	0.3%	2.4%
Waikato	7	5.7%	131	6.4%	139	6.4%	9.0%
Wellington	12	9.8%	309	15.0%	321	14.7%	10.5%
West Coast	-	-	3	0.1%	3	0.1%	0.8%
Unstated	22	18.0%	183	8.9%	205	9.4%	5.9%
<b>All regions</b>	<b>122</b>		<b>2,059</b>		<b>2,188</b>		<b>54,456</b>

The most common employment settings for Pacific nurses, shown in Table 51, were *Acute DHB*, *Primary Health Care/Community*, *Community DHB*, *Other DHB*, and *Rest Home/Residential Care*. Together these accounted for 98% of the Pacific nursing workforce (excluding *Unstated* responses). Twenty-two per cent of Pacific nurses (N = 485) worked in multiple settings, and 60% worked in at least one DHB setting. The distribution of Pacific nurses across settings was generally similar to that of the total nursing workforce. The only settings where the difference in distribution was greater than two percentage points were in *Pacific Health Service Provider* (3% of Pacific nurses versus 0.1% of the total workforce) and *Community DHB* settings (13% versus 11%).

Table 51: Employment settings of the Pacific nursing workforce<sup>59</sup>

Employment setting	Pacific Enrolled Nurses		Pacific Registered Nurses		Total Pacific workforce		All Nurses %
	N	%	N	%	N	%	
DHB (acute)	24	19.7%	855	41.5%	<b>880</b>	<b>40.2%</b>	39.4%
DHB (community)	8	6.6%	256	12.4%	<b>267</b>	<b>12.2%</b>	10.0%
DHB (other)	26	21.3%	251	12.2%	<b>278</b>	<b>12.7%</b>	11.1%
Educational Institution	-	-	40	1.9%	<b>40</b>	<b>1.8%</b>	2.2%
Government Agency	-	-	23	1.1%	<b>24</b>	<b>1.1%</b>	1.2%
Māori Health Service Provider	-	-	35	1.7%	<b>36</b>	<b>1.6%</b>	1.1%
Nursing Agency	4	3.3%	55	2.7%	<b>59</b>	<b>2.7%</b>	1.7%
Pacific Health Service Provider	1	0.8%	56	2.7%	<b>57</b>	<b>2.6%</b>	0.1%
Primary Health Care/Community	17	13.9%	302	14.7%	<b>322</b>	<b>14.7%</b>	15.2%
Private Hospital	10	8.2%	113	5.5%	<b>123</b>	<b>5.6%</b>	7.6%
Rest Home/Residential Care	28	23.0%	177	8.6%	<b>205</b>	<b>9.4%</b>	10.8%
Rural	-	-	13	0.6%	<b>14</b>	<b>0.6%</b>	1.4%
Self-Employed	-	-	20	1.0%	<b>20</b>	<b>0.9%</b>	1.9%
Other	8	6.6%	134	6.5%	<b>142</b>	<b>6.5%</b>	8.2%
Unstated	24	19.7%	182	8.8%	<b>206</b>	<b>9.4%</b>	6.1%
<b>All settings</b>	<b>122</b>		<b>2,059</b>		<b>2,188</b>		<b>54,456</b>

As shown in Table 52, the most common practice areas for Pacific nurses were *Medical, Surgical, Primary Health Care, and Continuing Care (elderly)* nursing. Together these areas accounted for 53% of the Pacific nursing workforce (when *Unstated* responses are excluded). Twenty-two per cent (N = 471) of Pacific nurses worked in multiple practice areas, and only 3% (N = 60) did not practise in any form of 'Direct Care' role. Table 53 shows the number of Pacific nurses working in different practice areas in different regions.

Pacific nurses generally had a similar distribution across practice areas as the whole nursing workforce, with the three main exceptions being *Medical, Inpatients Mental Health* and *Perioperative Care*. In the first two cases the percentage of Pacific nurses working in these areas was five percentage points higher than that of the total workforce (when *Unstated* responses are removed), while in the third case it was three points lower.

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

Table 52: Practice areas of the Pacific nursing workforce<sup>60</sup>

Practice areas	Pacific Enrolled Nurses		Pacific Registered Nurses		Total Pacific workforce		All Nurses %
	N	%	N	%	N	%	
Addiction Services	-	-	9	0.4%	9	0.4%	0.5%
Assessment & Rehabilitation	12	9.8%	84	4.1%	96	4.4%	3.9%
Child Health, incl. Neonatology	-	-	105	5.1%	105	4.8%	5.7%
Continuing Care (elderly)	29	23.8%	194	9.4%	224	10.2%	10.4%
District Nursing	3	2.5%	36	1.7%	39	1.8%	3.0%
Emergency & Trauma	1	0.8%	79	3.8%	80	3.7%	6.2%
Family Planning/Sexual Health	-	-	4	0.2%	5	0.2%	0.4%
Intellectually Disabled	3	2.5%	12	0.6%	15	0.7%	0.5%
Intensive Care/Cardiac Care	1	0.8%	62	3.0%	63	2.9%	4.7%
Medical	8	6.6%	310	15.1%	320	14.6%	11.0%
Mental Health (community)	-	-	133	6.5%	133	6.1%	4.6%
Mental Health (inpatients)	12	9.8%	170	8.3%	182	8.3%	4.3%
Nursing Administration & Management	1	0.8%	73	3.5%	74	3.4%	4.7%
Nursing Education	-	-	53	2.6%	54	2.5%	3.2%
Nursing Professional Advice/Policy	-	-	10	0.5%	10	0.5%	0.9%
Nursing Research	-	-	10	0.5%	10	0.5%	0.8%
Obstetrics/Maternity	2	1.6%	32	1.6%	34	1.6%	1.7%
Occupational Health	-	-	6	0.3%	6	0.3%	1.0%
Oncology	-	-	17	0.8%	17	0.8%	1.4%
Palliative Care	3	2.5%	28	1.4%	31	1.4%	2.8%
Perioperative Care (Theatre)	7	5.7%	83	4.0%	90	4.1%	7.2%
Practice Nursing	6	4.9%	115	5.6%	121	5.5%	5.5%
Primary Health Care	10	8.2%	226	11.0%	237	10.8%	8.6%
Public Health	3	2.5%	53	2.6%	56	2.6%	1.6%
School Health	1	0.8%	18	0.9%	20	0.9%	0.6%
Surgical	9	7.4%	252	12.2%	261	11.9%	12.0%
Youth Health	-	-	10	0.5%	10	0.5%	0.4%
Other	4	3.3%	127	6.2%	133	6.1%	8.6%
Unstated	26	21.3%	198	9.6%	224	10.2%	6.4%
<b>All settings</b>	<b>122</b>		<b>2,059</b>		<b>2,188</b>		<b>54,456</b>

<sup>60</sup>This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter One of this Report.

Table 53: Practice areas of the Pacific nursing workforce by region<sup>61</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	4	-	1	1	1	-	-	-	-	-	-	1	1	-	-	9
Assessment & Rehabilitation	60	1	5	2	3	-	-	2	-	-	-	6	17	-	-	96
Child Health, incl. neonatology	68	3	1	3	1	-	2	2	-	3	-	7	14	1	-	105
Continuing Care (elderly)	114	8	9	4	6	4	6	5	1	1	3	21	42	-	-	224
District Nursing	16	3	3	-	1	-	1	-	3	-	-	1	10	-	1	39
Emergency & Trauma	44	3	5	1	4	2	2	1	1	-	-	8	9	-	-	80
Family Planning/Sexual Health	4	-	-	-	-	-	-	-	-	-	-	-	1	-	-	5
Intellectually Disabled	6	-	1	-	-	-	-	-	-	-	-	-	8	-	-	15
Intensive Care/Cardiac Care	41	2	-	-	2	1	1	2	-	1	-	5	8	-	-	63
Medical	214	5	14	5	5	-	5	3	-	2	1	19	47	-	-	320
Mental Health (community)	74	7	3	2	3	2	4	3	-	1	2	10	22	-	-	133
Mental Health (inpatients)	94	2	11	-	-	-	2	2	-	-	-	18	50	-	1	182
Nursing Administration & Management	38	6	5	1	2	-	2	2	-	1	-	5	11	-	-	74
Nursing Education	34	2	2	3	2	-	-	-	-	-	-	1	10	-	-	54
Nursing Professional Advice/Policy	4	-	-	-	-	-	2	-	-	-	-	-	4	-	-	10
Nursing Research	6	1	1	1	-	-	-	-	-	-	-	-	1	-	-	10
Obstetrics/ Maternity	22	-	2	-	2	-	-	-	-	-	-	5	3	-	-	34
Occupational Health	4	1	-	-	-	-	-	-	-	-	-	1	-	-	-	6
Oncology	7	1	2	-	1	-	-	2	-	-	-	3	1	-	-	17
Palliative Care	20	1	2	-	-	-	3	1	-	-	-	1	3	-	-	31
Perioperative Care (Theatre)	50	6	3	3	2	-	3	4	-	-	-	11	7	-	-	90
Practice Nursing	88	2	3	-	1	-	3	-	-	-	-	8	16	-	-	121
Primary Health Care	141	7	3	1	9	-	8	2	1	2	-	18	40	2	-	237
Public Health	36	3	3	1	-	-	2	-	-	1	-	1	9	-	-	56
School Health	15	-	-	1	-	-	-	-	-	-	-	2	2	-	-	20
Surgical	167	4	13	3	8	-	3	7	-	2	-	15	34	-	2	261
Youth Health	5	-	1	-	-	-	-	-	-	-	1	-	3	-	-	10
Other	74	6	5	2	4	-	4	3	2	2	-	10	21	-	-	133
Unstated	13	-	2	-	-	1	1	-	1	-	-	1	4	-	201	224
<b>All practice areas</b>	<b>1,188</b>	<b>60</b>	<b>78</b>	<b>27</b>	<b>46</b>	<b>16</b>	<b>44</b>	<b>31</b>	<b>9</b>	<b>14</b>	<b>7</b>	<b>139</b>	<b>321</b>	<b>3</b>	<b>205</b>	<b>2,188</b>

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

# 08

## Tapuhi Māraurau Tāwāhi/ Internationally-Qualified Nurses

This chapter contains 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. Note that international students who enrol at and receive a nursing qualification from a New Zealand institution are not classified as IQNs.

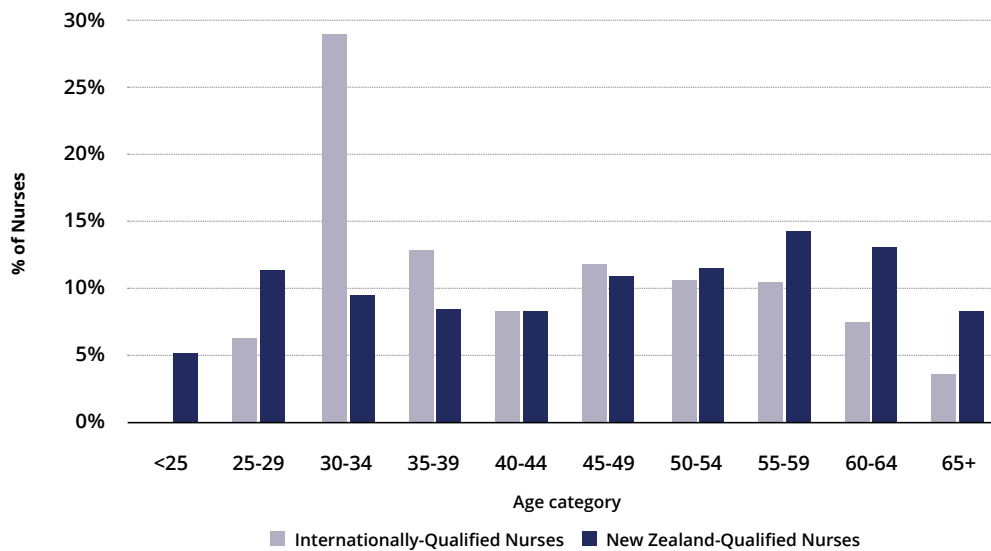
There were 14,475 practising IQNs on the Register at 31 March 2019: 104 Nurse Practitioners, 14,180 Registered Nurses and 191 Enrolled Nurses. This represents 27% of the overall practising nurse workforce, 28% of Nurse Practitioners, 27% of Registered Nurses and 8% of Enrolled Nurses.

Although there were no IQNs aged under 25, the IQN nursing workforce was noticeably younger than New Zealand-Qualified Nurses (NZQNs), with 32% aged 50 or older and 48% under 40. Amongst NZQNs these percentages are 47% and 34% respectively, and Figure 5 compares the age distribution of IQNs and nurses educated in New Zealand. Similarly, more IQNs were at a 'mid-career' stage; 39% had been practising from six to 15 years and only 44% had been practising for over 15 years, compared with 25% and 54% respectively of NZQNs. There was also a greater presence of male nurses amongst the IQN workforce – 18% compared with 6% of NZQNs – and male IQNs made up 53% of all practising male nurses in New Zealand.

Table 54: **Age and gender of Internationally-Qualified Nurses**

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All age groups
Female Internationally-Qualified Nurses	8	736	3,024	1,457	1,026	1,480	1,345	1,327	945	485	<b>11,833</b>
Male Internationally-Qualified Nurses	-	174	1,147	404	166	211	179	176	133	51	<b>2,641</b>
<b>All Internationally-Qualified Nurses</b>	<b>8</b>	<b>910</b>	<b>4,171</b>	<b>1,862</b>	<b>1,192</b>	<b>1,691</b>	<b>1,524</b>	<b>1,503</b>	<b>1,078</b>	<b>536</b>	<b>14,475</b>

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



As shown in Table 55, the three largest ethnic groups with which Internationally-Qualified Nurses identified were *Filipino* (33%), *Other European* (31%) and *Indian* (21%). Nine per cent (N = 1,325) of IQNs identified with two ethnic groups, and 1% (N = 198) identified with three. The most common countries or regions of qualification of the IQN workforce were similar to the ethnic breakdown, with 33% educated in the *Philippines*, 26% in the *United Kingdom*, and 18% in *India & Sri Lanka*. The specific countries from which IQNs received qualifications, including the number of Enrolled Nurses, Registered Nurses, and Nurse Practitioners associated with each country, are listed in Appendix 5 of this Report.

Interestingly, 9% of IQNs identified as *New Zealand European/Pākehā* and 58 individuals as *New Zealand Māori*. For 55% of Pākehā and 40% of those who identified as Māori this was the only ethnic identity they stated. For IQNs with Pākehā heritage, the most common country or region of qualification was the *United Kingdom* (55%), followed by *Australia* (22%) and *South Africa* (10%). All but four Māori IQNs had trained in either *Australia* (78%) or the *United Kingdom* (16%).

Table 55 also shows the percentage of each ethnic group in the overall nursing workforce who were Internationally Qualified. The ethnic groups with the highest percentage of IQNs were *Filipino* (88%) and *Indian* (69%). Unsurprisingly, the ethnic group with the lowest percentage of IQNs was *New Zealand Māori*, where only 1% of nurses had not trained in New Zealand. Amongst Pacific nurses, the percentage who were IQNs varied considerably, from 35% of *Fijian* nurses to 1% of *Cook Island Māori* nurses. Considered as a group, 18% of Pacific nurses had not received their qualification from a New Zealand institution.

Table 55: Country of qualification of Internationally-Qualified Nurses by ethnicity<sup>61</sup>

Country/Region of qualification	NZ		Cook Island					Other Pacific Peoples				Other SE Asian			Indian	Other Asian	African	Other	Unstated	All ethnicities
	European/Pakehā	Other	NZ Māori	Samoa	Tongan	Niuean	Tokelauan	Fijian	Filipino	Other SE Asian	Chinese	Indian	Other Asian	African						
Australia	287	419	45	4	3	1	1	6	5	6	3	20	11	8	46	2	771			
Pacific	2	5	-	44	2	68	3	4	244	35	-	4	297	2	45	-	525			
Philippines	8	3	1	-	-	-	-	-	2	4,774	160	28	3	63	1	26	4,836			
China <sup>62</sup>	1	1	-	-	-	-	-	-	-	-	-	146	-	6	-	-	149			
India & Sri Lanka	3	1	-	-	1	-	-	-	-	-	7	1	2,583	28	33	5	2,606			
Other Asia	1	-	-	-	-	-	-	-	-	-	40	34	9	141	97	-	231			
Middle East	2	9	-	-	-	-	-	-	-	-	-	-	-	2	24	-	30			
South Africa	138	318	-	-	-	-	-	-	-	-	1	1	63	-	121	233	624			
Zimbabwe	10	19	-	-	-	-	-	-	1	-	-	-	-	-	114	28	136			
Other Africa	-	-	-	-	-	-	-	-	-	-	-	-	1	-	52	20	66			
United Kingdom	731	3,113	9	1	1	-	1	-	2	3	22	33	28	13	32	207	3,700			
Other Western Europe	75	380	-	-	-	-	-	-	1	1	-	-	-	1	59	3	422			
Central/Eastern Europe	15	44	-	-	-	-	-	-	-	-	-	-	-	-	28	-	52			
North America	46	134	3	-	-	-	-	-	-	5	2	4	1	1	1	169	315			
Central/South America	-	1	-	-	-	-	-	-	-	-	-	-	-	-	11	-	12			
<b>All countries/regions</b>	<b>1,319</b>	<b>4,447</b>	<b>58</b>	<b>49</b>	<b>7</b>	<b>69</b>	<b>5</b>	<b>4</b>	<b>250</b>	<b>45</b>	<b>4,789</b>	<b>271</b>	<b>2,996</b>	<b>267</b>	<b>330</b>	<b>1,032</b>	<b>23</b>	<b>14,475</b>		
As percentage of total ethnicity	4.1%	62.6%	1.4%	7.2%	3.1%	18.6%	4.6%	4.7%	34.8%	28.1%	87.5%	21.5%	69.0%	34.3%	53.4%	43.7%	67.6%	26.6%		

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

<sup>62</sup>Includes People's Republic of China, Hong Kong and Taiwan.

Figures 6 through to 8 present the percentage of the nursing workforce in each region, employment setting and practice area that are IQNs. In each figure the dashed line represents the overall percentage of IQNs in the nursing workforce for comparison. Figure 6 reflects the concentration of IQNs in Auckland; not only did IQNs account for 37% of that regional workforce, but 38% of all IQNs worked in that region. Conversely, IQNs comprised only 12% of the *Southland* workforce, 17% of *Hawkes Bay*, 18% of *Tairāwhiti* and *Taranaki*, and 19% of *Manawatu-Whanganui*'s nurses.

Figure 6: Internationally-Qualified Nurses' presence in regional workforces

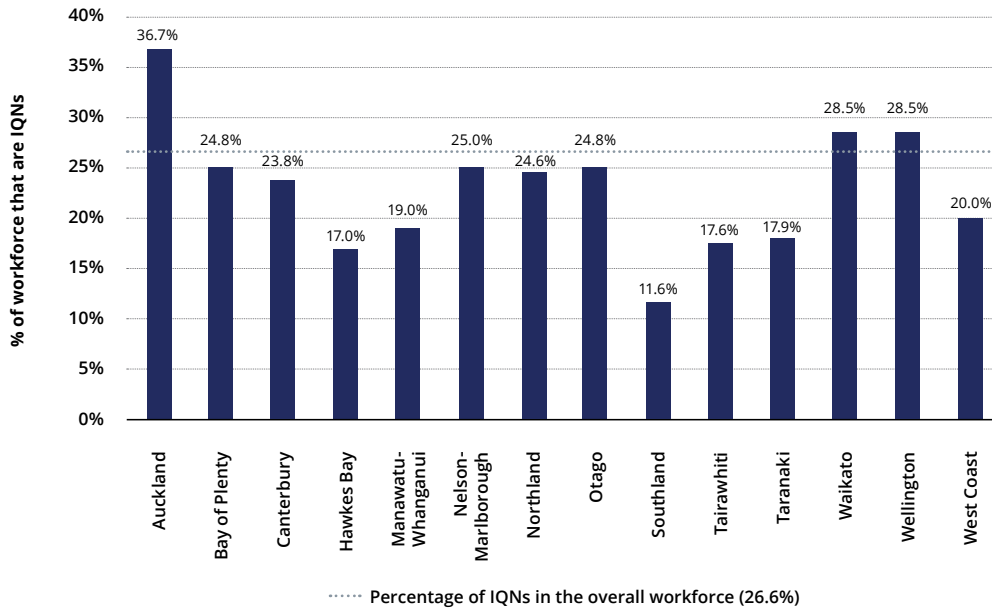


Figure 7 illustrates the prominence of the IQN workforce in the *Rest Home/Residential Care* setting. Almost 50% of the workforce in that setting consisted of IQNs, with *Nursing Agency* employment having the next largest percentage (37%). In contrast, IQNs made up a significantly lower than average percentage of the workforce in *Māori Health Service Provider* (8%), *Primary Health Care/Community* (16%), *Rural* (17%) and *Self-Employed* (18%) settings. Internationally-Qualified Nurses were a little less likely than New Zealand-Qualified nurses to be employed across multiple settings (16% of IQNs compared with 18%) and slightly more likely to be employed in DHBs (58% versus 56%).

Figure 7: Internationally-Qualified Nurses' presence in employment setting workforces

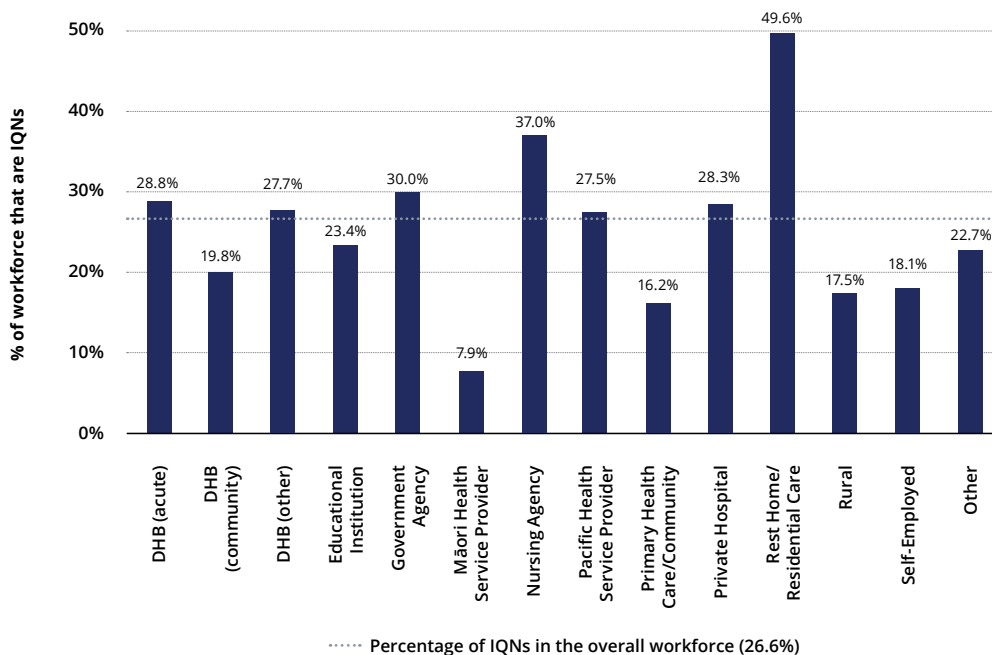
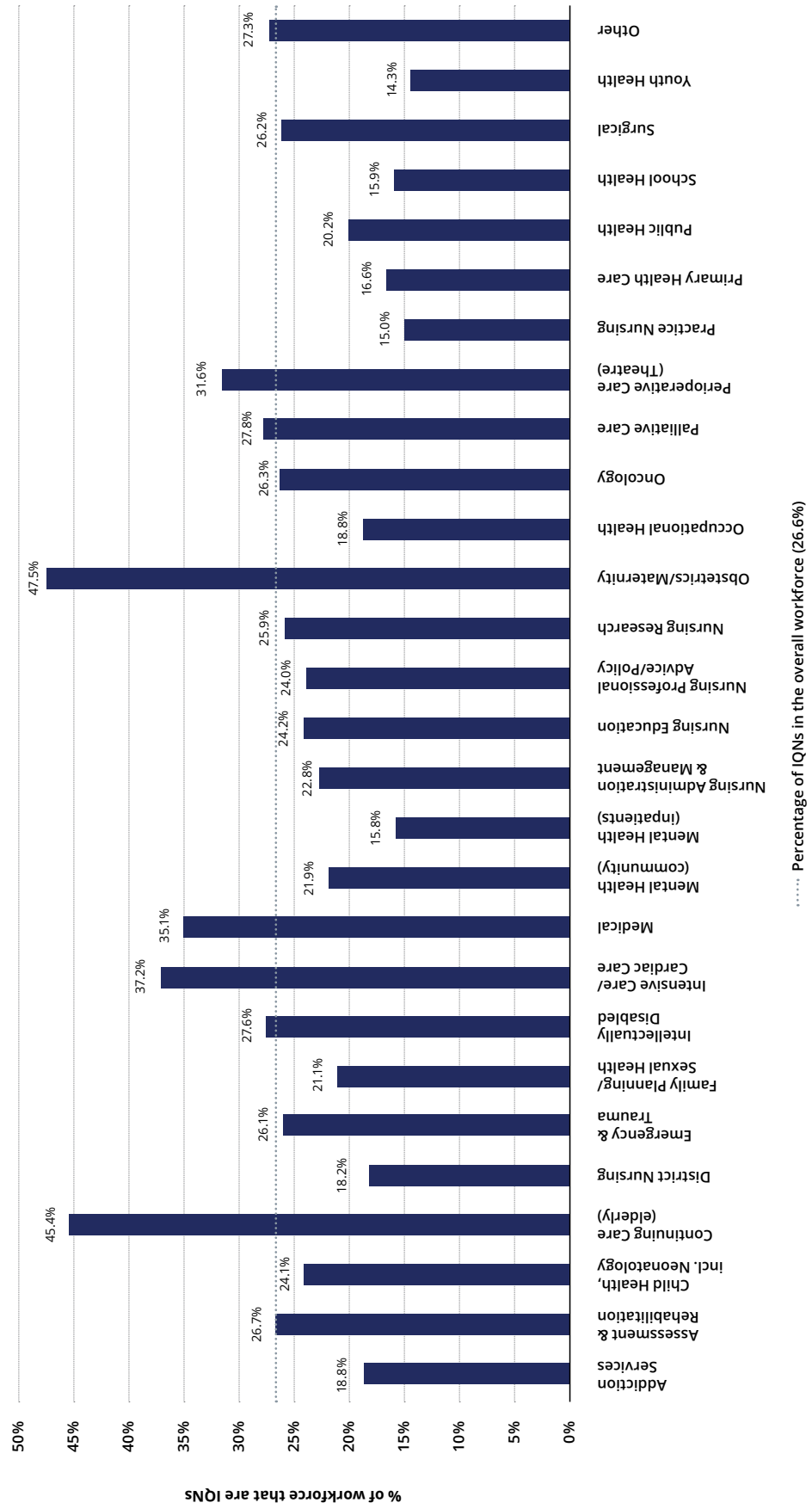


Figure 8 shows that IQNs are particularly important for the *Continuing Care (elderly)* workforce (correlating with their presence in the *Rest Home/Residential Care* employment setting); 45% of this large workforce is Internationally-Qualified. However, it also highlights their significance for *Obstetrics/Maternity* nursing. While this may be a relatively small practice area with only 941 nurses, 48% are IQNs. While IQNs have a reasonable presence in most areas – the smallest being *Youth Health* (14%) – they constitute less than 20% of the workforce in eight areas. Internationally-Qualified Nurses practised in multiple areas at the same rate as New Zealand-Qualified nurses (22% for both), but slightly fewer had no Direct Care roles (4% versus 5%).

Figure 8: Internationally-Qualified Nurses' presence in practice area workforces



## Appendix 1: 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
	67	Chatham Islands
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
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
	61	Banks Peninsula
	62	Selwyn
	63	Ashburton
	64	Timaru
65	Mackenzie	
Otago	66	Waimate
	68	Waitaki
	69	Central Otago
	70	Queenstown-Lakes
	71	Dunedin
Southland	72	Clutha
	73	Southland
	74	Gore
Overseas <sup>63</sup>	75	Invercargill
	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>63</sup> Nurses who listed their main area of practice as one of these 'Overseas' codes were removed from analysis.

## Appendix 2: Employment Codes

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

## Appendix 3: Nursing Practice Codes

### Practice codes

Code	Description
41	Emergency and Trauma
42	Assessment and Rehabilitation
43	Child Health, including neonatology
44	Continuing Care (elderly)
45	District Nursing
46	Family Planning/Sexual Health
47	Intellectually Disabled
48	Intensive Care/Cardiac Care
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 Council.

### Non-practice codes<sup>64</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>64</sup> Nurses who listed *only* one of these 'non-practice' codes were removed from analysis. See Chapter One for more discussion of this.

## Appendix 4: Grouped Ethnicities and Ethnicity Codes

Ethnic Group	Code	Description
NZ European/Pākehā	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 5: Allocation of IQN Qualification Countries to Qualification Regions

Qualification Region	Qualification Country	Enrolled Nurses	Registered Nurses	Nurse Practitioners
Australia	Australia	70	688	13
Other Pacific	Cook Islands	-	3	-
	Fiji	8	400	1
	Kiribati	-	1	-
	Papua New Guinea	-	3	-
	Samoa	1	17	-
	Tonga	1	67	-
	Vanuatu	-	1	-
	Western Samoa	1	21	-
Philippines	Philippines	-	4,836	-
China	China, People's Republic of	4	97	-
	Hong Kong	-	36	-
	Taiwan	-	12	-
India & Sri Lanka	India	24	2,568	5
	Sri Lanka	-	9	-
Other Asia	Cambodia	1	-	-
	Indonesia	-	2	-
	Japan	4	31	-
	Korea, Republic of (South)	-	81	-
	Laos	-	1	-
	Malaysia	-	24	-
	Nepal	1	25	-
	Pakistan	-	10	-
	Singapore	-	39	-
	Thailand	-	11	1
Middle East	Bahrain	-	1	-
	Egypt	-	1	-
	Iran	-	10	-
	Iraq	-	2	-
	Israel	-	9	-
	Jordan	-	2	-
	Lebanon	-	4	-
	Turkey	-	2	-
South Africa	South Africa	37	578	9
Zimbabwe	Zimbabwe	1	135	-
Other Africa	Ghana	-	2	-
	Kenya	1	2	-
	Malawi	-	1	-
	Mauritius	-	10	-
	Namibia	-	1	-
	Nigeria	-	20	-
	Seychelles	-	2	-
	Tanzania	-	2	-
	Zambia	-	25	-

Qualification Region	Qualification Country	Enrolled Nurses	Registered Nurses	Nurse Practitioners
United Kingdom	United Kingdom	27	3,614	59
Other Western Europe	Austria	-	8	-
	Belgium	-	6	-
	Denmark	-	12	-
	Finland	-	18	-
	France	-	11	-
	Germany	-	96	1
	Ireland	-	128	-
	Italy	-	3	-
	Malta	-	1	-
	Netherlands	1	88	2
	Norway	-	5	-
	Portugal	-	3	-
	Spain	-	6	-
	Sweden	-	8	-
Switzerland	-	23	1	
Central/Eastern Europe	Bulgaria	-	6	-
	Croatia	-	3	-
	Czech Republic	-	5	-
	Estonia	-	1	-
	Hungary	-	1	-
	Latvia	-	1	-
	Macedonia	-	1	-
	Poland	-	5	-
	Romania	1	15	-
	Russian Federation	-	1	-
	Serbia and Montenegro	-	1	-
	Slovakia	-	2	-
	Ukraine	-	3	-
	Yugoslavia	-	5	-
North America	Canada	4	122	3
	United States	3	174	9
Central/South America	Argentina	-	1	-
	Brazil	-	3	-
	Chile	-	4	-
	Colombia	-	1	-
	Guyana	-	1	-
	Jamaica	-	1	-
	Peru	-	1	-



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