

NURSES BY THE NUMBERS

The 2020 APNA Workforce Survey results show that Australia's primary health care nurses are ready, willing and able to do more to keep the nation healthy.

We are grateful to the more than 3,750 nurses who took the time to complete the survey. Their information provides insights and data to advance the profession with policymakers, employers and government.

APNA has commissioned a national workforce survey of primary health care nurses since 2004.

This is a summary of our 2020 survey highlights.

Who responded



3,750+
NURSES
ACROSS AUSTRALIA

Demographics

70% work in
GP settings

A horizontal progress bar with a teal circle at the 70% mark. The bar is teal for the first 70% and white for the remaining 30%.

44% between the ages
of 51-65 years old

Top 5 daily activities undertaken by nurses'



1

Infection control



2

Administer medication/injections



3

Cold chain management



4

Wound management



5

Triage

Nurse Utilisation

40%

Indicated that most of the time or often they could do more with their current skills and knowledge

54%

Suggested to their employer or manager over the last 12 months that they could undertake more complex clinical activities or extend their role within their scope of practice

36%

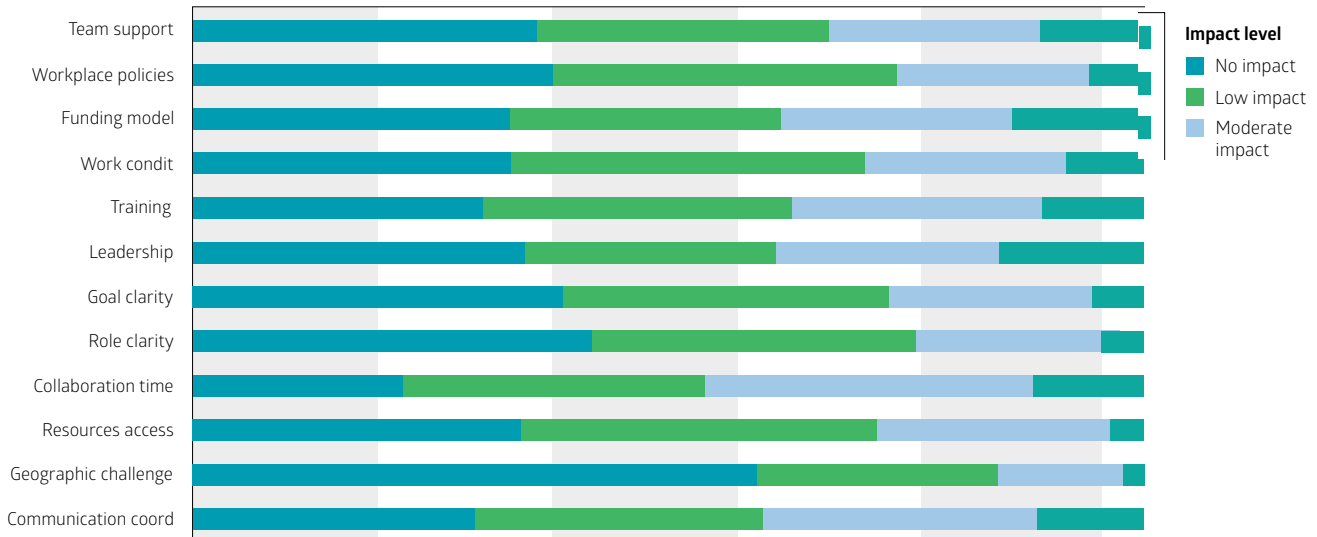
Of those that suggested to their employer that they could undertake more complex clinical activities or extend their role, just under a quarter (22%) were not approved by employers or managers

The most common reasons for respondents not having their role extended included lack of financial incentive for the organisation (40%) and resistance to change (34%).

PHC nurse profile is improving but there is still a lack of understanding and recognition by doctors & managers & government & hospital-based peers about the work we do

Key factors negatively impacting respondents ability to work to full scope of practice included: leadership, funding models and time for collaboration.

Factors impacting ability to work to full scope of practice



Pay

\$38.55

Approx. average hourly rate

\$5

Postgraduate studies (completed or ongoing) are associated with a higher hourly pay of around \$5 on average

A clear career path and professional development plan is a good indicator of higher average salaries

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Total avg
Avg Hourly pay by RegoStatus									
Enrolled Nurse	32.17	31.51	30.75	30.04	31.56	29.78	31.05	31.29	30.94
Nurse and midwife	35.00	46.16	36.14	41.84	41.98	36.00	43.76	41.73	42.86
Nurse practitioner	65.00	79.03	41.67	69.41	61.80	80.00	50.31	56.17	61.96
Registered nurse	39.52	39.29	50.75	39.15	37.25	39.45	39.57	37.25	39.09
Total avg	39.50	39.30	46.51	38.35	37.01	37.65	38.57	37.27	38.55