Primary health care nurses took the survey across the country.

80% were satisfied with their work and will continue working in primary health care.

**What's the most satisfying part of the job?**
- Caring for patients and their families
- Creating positive health outcomes
- Collaboration and effective team-based care
- Being a valued member of the team

**Are nurses' roles being fully utilised?**

29% felt that they could do more

11% don't get to use their knowledge and skills to the full extent

390 spoke up to their employer about extending their role within their scope of practice.

After speaking up to their employers, less than half were able to negotiate more complex tasks or extended roles.

**Common reasons for the lack of change to more complex tasks or extended roles include:**
- Financial and resourcing challenges
- Lack of support by the broader healthcare team
- Lack of time and finances were common factors impacting the ability to carry out their roles
- did not have a formal appraisal of their work performance in the last 2 years
- of respondents have never been offered a pay increase

### Average hourly pay before tax

<table>
<thead>
<tr>
<th>Role</th>
<th>WA</th>
<th>NT</th>
<th>SA</th>
<th>QLD</th>
<th>NSW</th>
<th>ACT</th>
<th>VIC</th>
<th>TAS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurse</td>
<td>$35.58</td>
<td>$45.2</td>
<td>$38.98</td>
<td>$34.5</td>
<td>$37.75</td>
<td>$37.25</td>
<td>$37.53</td>
<td>$38.03</td>
</tr>
<tr>
<td>Enrolled Nurse</td>
<td>$24.57</td>
<td>*</td>
<td>$28.26</td>
<td>$27.83</td>
<td>$30.32</td>
<td>$33</td>
<td>$26.94</td>
<td>$31.98</td>
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<tr>
<td>Nurse Practitioner</td>
<td>$53.2</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>$46</td>
<td>*</td>
<td>$44.9</td>
<td>*</td>
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<tr>
<td>Nurse and Midwife</td>
<td>$47</td>
<td>$73.5</td>
<td>$41.48</td>
<td>$41.71</td>
<td>$40.89</td>
<td>$40</td>
<td>$36.51</td>
<td>$38</td>
</tr>
<tr>
<td>Direct Entry Midwife</td>
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<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>$45.56</td>
</tr>
</tbody>
</table>

*Insufficient data