

APNA Salary and Conditions Survey 2014



Eleven: a prime number, the first number which cannot be represented by a human counting with eight fingers and two thumbs additively, the fourth number that stays the same when written upside down (the first three are 0, 1 and 8), if a number is divisible by 11 reversing its digits will result in another multiple of 11, the smallest positive integer requiring three syllables in the English language (el-ev-en), the mathematical relationships throughout the Great Pyramid of Giza are 11:11 ratios.

Eleven is also the number of years APNA has collected workforce data on the general practice nursing and, more recently, primary health care nursing profession.

Thank you as always for your valuable input, and for taking the time to participate.

Overview

The 2014 Salary and Conditions Survey welcomed 620 participating primary health care nurses – this is a decrease from previous years.

The national mean hourly rate in 2014 is \$33.64, an increase from \$32.90 in 2013, and \$32.24 in 2012. Nurses in the Australian Capital Territory, Tasmania, South Australia and New South Wales are paid above the national average, earning on average \$38.08, \$35.33, \$34.36 and \$34.15 per hour respectively; while those in Victoria, Queensland and Western Australia are paid below the average, earning \$33.12, \$32.94 and \$31.26 respectively.

The mean hourly rate for a registered nurse (RN) in 2014 is \$34.62 an hour, with enrolled nurses (EN) earning \$26.39 an hour – compared to \$33.62 and \$26.78 respectively in 2013.

There remains a strong correlation between 'salary and conditions' and 'intention to leave', with 39 per cent of nurses stating they are either looking for a new position or may look for another position in the next six months. Of these, 67 per cent intend to remain in primary health care.

“The average number of general practitioners per practice is 3.81 FT and 4.54 PT, with an average of 3.29 FT and 4.06 PT nurses per practice”

Demographic characteristics

This year's survey included 148 non-APNA members (24% of respondents) and 366 Australian Nursing and Midwifery Federation members (59% of respondents). The largest proportions of nurses were from New South Wales (32%), Victoria (25%) and Queensland (19%). Remote nurses account for eight per cent of respondents.

Fifty-nine per cent of respondents were aged 51 years or over in 2014, a jump from 52 per cent in 2013. This is a trend that has occurred since 2006, giving evidence to the ageing nurse workforce. The majority of participants (87%) were RNs, with nine per cent ENs, one per cent midwives, one per cent nurse practitioners, and three per cent 'others'.

“The mean hourly rate for a registered nurse (RN) in 2014 is \$34.62 an hour, with enrolled nurses (EN) earning \$26.39 an hour”

Employment characteristics

The largest proportion of respondents operate in general practice (89%). The average number of general practitioners per practice is 3.81 FT and 4.54 PT, with an average of 3.29 FT and 4.06 PT nurses per practice.

The largest proportion of nurses have one to ten years experience in primary health care (58%), whilst five per cent indicated they have less than one year experience.

Twenty-five per cent of nurses indicate their position description does not accurately reflect their

duties. A further eight per cent indicate they do not have a position description.

In 2014, 44 per cent of nurses operate under an award, 36 per cent under an individual contract, seven per cent under a collective agreement and 11 per cent were unsure of their employment terms. Of those employed under an award, 45 per cent indicate they are paid above the award rate.

Earned income

The national mean hourly rate in 2014 is \$33.64 which is a slight increase from 2013 (\$32.90) and greater than previous years; \$32.24 in 2012, \$30.40 in 2011, \$29.76 in 2010, \$28.94 in 2009, \$28.34 in 2008, \$27.65 in 2007, \$26.24 in 2006, and \$24.46 in 2005. The hourly rate by employment status is \$33.37 for full time, \$33.13 for part time, and \$35.65 for casual.

The average hourly rate according to state or territory is presented in Figure 1.

There is a small difference in average hourly rate according to age where the average rate for those aged 18-30 and 31-40 years respectively is \$30.75 and \$31.75, compared to \$33.85-\$34.49 for those in the age groups representing nurses 41 years and above.

When comparing hourly rate and employment arrangements, there is a slight difference between award (\$33.64), individual contract (\$33.89) and collective agreement (\$34.41).

Forty-three per cent of nurses have never asked for a pay increase, while 28 per cent have asked for one within the last year. Forty-five per cent of nurses who asked for a pay rise were successful.

APNA Salary and Conditions Survey 2014 – continued

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
ACT	*	24.25	20.15	29.44	34.80	33.02	34.23	36.91	36.97	38.08
NSW	26.13	27.31	26.83	29.59	29.39	30.89	31.43	33.02	33.45	34.15
NT	*	*	27.00	32.94	*	*	*	*	*	*
QLD	23.50	25.53	26.72	27.40	27.89	28.88	29.48	31.36	31.15	32.94
SA	22.60	24.00	28.05	27.23	27.91	29.50	29.88	33.19	33.74	34.36
TAS	22.33	25.99	25.92	28.76	29.42	30.16	31.96	32.27	33.27	35.33
VIC	25.15	26.78	26.02	28.18	28.79	29.44	29.96	31.23	31.98	33.12
WA	23.29	25.08	26.31	27.05	28.71	29.42	29.98	32.35	33.87	31.26

Figure 1: Mean hourly rate by state/territory (dollars \$)

*There are insufficient data.

“Of those employed under an award, 45 per cent indicate they are paid above the award rate”

Conditions

The majority (63%) of nurses surveyed are either ‘satisfied’ or ‘very satisfied’ with their leave entitlements. The average days of leave entitlement are 18 days for paid annual leave, seven days unpaid annual leave, eight days personal leave (e.g. carer’s leave), four days paid study leave, and three days unpaid study leave.

Three per cent of nurses receive a higher rate of pay for evenings and ten per cent receive a higher rate for weekends. Regarding overtime, 59 per cent receive additional pay, 27 per cent accumulate time off (i.e. time in lieu), and 23 per cent receive no reward for additional or overtime hours.

In 2014, 21 per cent of nurses receive a car allowance, while 50 per cent do not receive an allowance when using their car for work. Four per cent receive an incentive for income generation, which is relatively consistent with 2013 (3%).

Support for education

Twenty-nine per cent of nurses do not receive practice support for professional development, having to pay for all course costs. Twelve per cent have all costs covered for all courses. Five per cent have courses included as part of their contract, a decrease of three per cent since 2013. Overall, 66 per cent of nurses have their courses covered on a case-by-case basis.

“More than two-thirds (72%) of nurses have suggested to the GP in their practice areas in which they can extend their clinical practice and duties”

Professional scope of practice

Most nurses (95%) are aware of the professional and clinical requirements for working within their scope of practice. Regarding the level that GPs understand the scope of the general practice nurse, 23 per cent indicated that all GPs within their practice have a full understanding, while 43 per cent indicated that all GPs have at least some understanding. Eleven per

cent note that some GPs within their practice have a full understanding, while 19 per cent indicate there is at least some understanding by some GPs and four per cent indicate that GPs have no understanding.

More than two-thirds (72%) of nurses have suggested to the GP in their practice areas in which they can extend their clinical practice and duties; from this, it was adopted regularly 16 per cent of the time, 67 per cent adopted it some of the time and it was never adopted 16 per cent of the time.

In disclosing the level of competence and confidence, it was revealed that three per cent perform clinical activities or procedures on a daily basis for which they have not received any formal training or assessment. This is true for seven per cent on a weekly basis and nine per cent on a monthly basis. The majority of nurses (81%) are not required to perform clinical activities they are not trained for.

The 2014 APNA Salary and Conditions Survey and Report have been prepared by Insync Surveys incorporating UltraFeedback on behalf of APNA.