Skilled Occupations List

Introduction

Skilled Occupations List

The Department of Education and Training is currently updating its advice on the Australian Government's Skilled Occupations List (SOL) for 2016-17. We are seeking your input on the occupations/industry sectors your organisation represents or that you belong to as an individual. In particular, we are seeking evidence of:

- skill demand and supply imbalance,* both nationally and regionally
- medium to long-term demand and supply trends which may impact upon Australia's employment outlook
- formal licensing or registration requirements.

Note: The SOL is concerned only with 'medium to long-term' skills needs rather than immediate skills shortages. As such, the Department of Education and Training is only seeking to obtain information on longer term trends, rather than immediate shortages and costs. For the purposes of this exercise, 'medium to long-term' is defined as a period of around two to ten years.

* Skill demand and supply (im)balance occurs when the quantity of a given skill supplied by the workforce and the quantity demanded by employers diverge at existing market conditions. Labour market supply and demand for occupational skills are continuously fluctuating. At a certain point in time, there will be labour market imbalances and accompanying skill imbalances if there is disequilibrium between the demand for and supply of skills.

Privacy

All information, including name and address details, contained in submissions will be made available to the public on the Department of Education and Training website unless you indicate that you would like all or part of your submission to remain in confidence. Automatically generated confidentiality statements in emails do not suffice for this purpose. Respondents who would like all or part of their submission to remain in confidence should provide this information in an email to SOLSubmissions@education.gov.au. Legal requirements, such as those imposed by the Freedom of Information Act 1982, may affect the confidentiality of your submission.
Details

Applicant Details

Given Name *
Louise

Surname *
Carter

Organisation
Australian Nursing and Midwifery Accreditation Council (ANMAC)

Contact Details

Please provide the name, position and contact details of a person within your organisation who is willing to be contacted if any further information or follow-up is required.

Given Name *
Louise

Surname *
Carter

Position
Executive Director Strategy Development and Communication

Contact Number *
02 6257 7960

Email (receipt will be sent to this address) *
louise.carter@anmac.org.au
Industry

Type of Industry
What are the industry/industries and ANZSCO occupation/s that you or your organisation represents for the purposes of this submission? * (select all that apply)

- All Industries
- Agriculture, Forestry and Fishing
- Mining
- Manufacturing
- Electricity, Gas, Water and Waste Services
- Construction
- Wholesale Trade
- Retail Trade
- Accommodation and Food Services
- Transport, Postal and Warehousing
- Information Media and Telecommunications
- Financial and Insurance Services
- Rental, Hiring and Real Estate Services
- Professional, Scientific and Technical Services
- Administrative and Support Services
- Public Administration and Safety
- Education and Training
- Health Care and Social Assistance
- Arts and Recreation Services
- Other Services

Occupation

The three dropdowns below accord with the ABS ANZSCO classification of occupations. Selections are required at the 'Occupation Group' 2-digit level and at the 'Occupation Unit (4-digit)' level, but can also be made down to the Occupation (6-digit) level depending on the occupation/s to which your submission relates.

Occupation 1 of 6

Occupation Group *
Health Professionals

Occupation Unit *
2541

Occupation *
All

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include
- Exclude
- Maintain status quo
Occupation 2 of 6

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Occupation 3 of 6

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☐ Include  ☐ Exclude  ☑ Maintain status quo
Federal government publications predict significant supply and demand imbalances across the entire professions for nursing and midwifery. Significant shortages are expected in the next 10 years due to increasing health complexities, the ageing population and the ageing workforce.
Is there evidence of imbalances in the demand for and supply of skills in the medium to long-term in non-metropolitan areas?

- Yes  
- No

Please indicate in which part of Australia this imbalance exists.

The rural and remote nursing and midwifery workforce is of particular concern as the predicted supply and demand imbalance is significant in non-metropolitan areas.

Are there any occupations which require formal licensing or registration arrangements in order to practice/perform?

- Yes  
- No

For example:

- Midwives are required to register with the nurses board in their state or territory
- Panelbeaters are required to be registered or certified with the state Motor Vehicle Repair Industry Authority

Please provide details.

Registration with the Nursing and Midwifery Board of Australia is mandatory for all nursing and midwifery occupations.

Is it expected that your employment sector will be impacted by any medium to long-term trends which will impact upon demand and/or supply (excluding costs associated with training, labour hire, and international sponsorship)?

- Yes  
- No

Please provide evidence (e.g. data source, policy document) which substantiates these claims.

For example:

- New benchmarks for childcare centres mandate increased staff-to-child ratios and higher qualification standards for childcare workers.

Health Workforce 2025 – Doctors, Nurses and Midwives (HW2025) provides the first, long-term, national workforce projections for doctors, nurses and midwives.

It contains detailed modelling on workforce supply, demand, training and projects the numbers required between 2012 and 2025 for professional entry students and postgraduate and specialist training.

HW2025 shows the need for action in areas such as training, geographic distribution of professionals, retention of staff, and immigration if Australia is to meet the future demand for healthcare. Current policy settings cannot meet this need.

Additional Information
Please provide any additional information you consider relevant evidence to support your submission. For example, you may know of independent studies about your occupation that supports your advice to us.

254425 Registered Nurse (Paediatric) should also be included in the SOL (it is not included in the occupations list above).

Please add any document that supports your recommendations.

Supporting Document
File: Health Workforce 2025 Doctors Nurse Midwives.pdf