

## Aged care job vacancies exceed candidates by 4x.

- The number of aged care job vacancies has more than doubled Australia-wide year on year.
- The number of searches for aged care jobs has increased by 150% year on year.
- Despite this, there is still four times the number of aged care jobs than there are aged care job seekers.

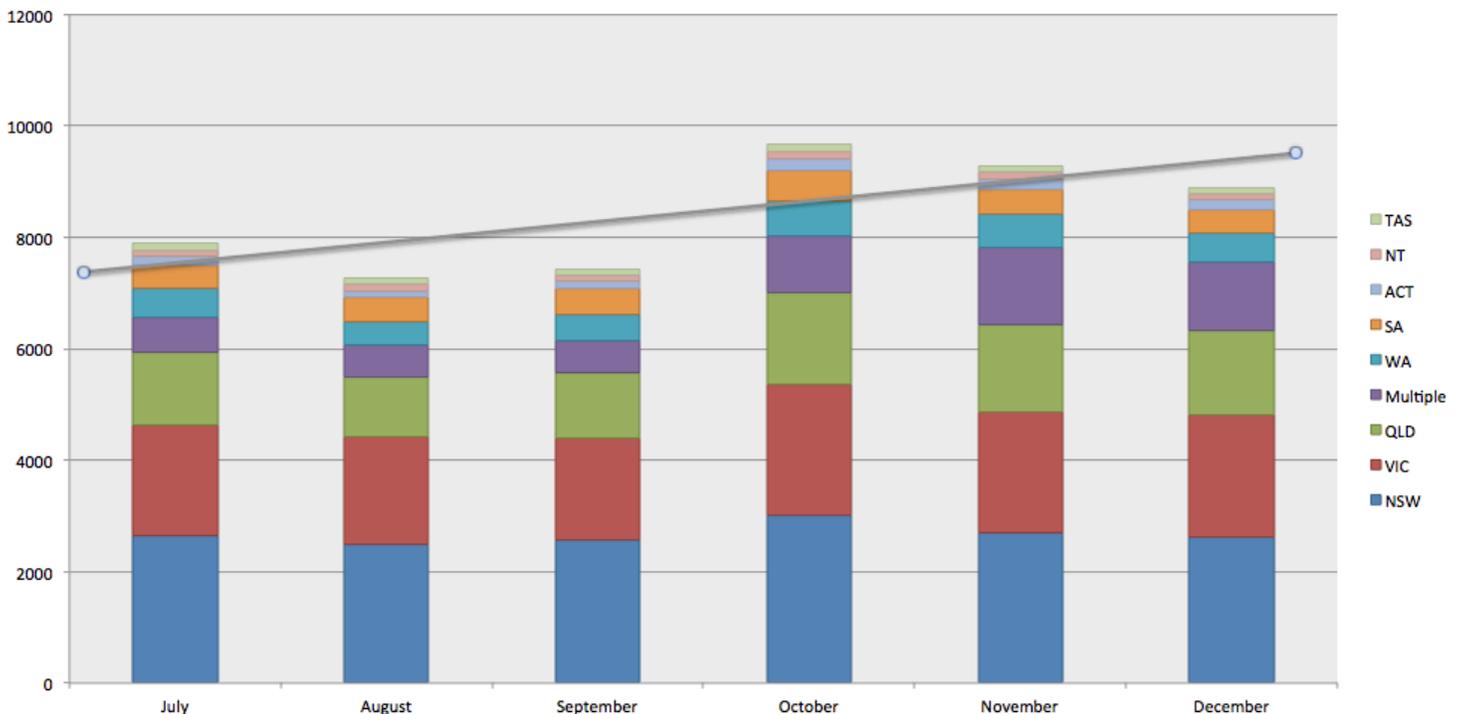
There are more aged care job vacancies than ever before with the ageing population starting to put pressure on the industry. The introduction of government schemes to up-skill current employees is aimed at keeping aged care workers in the industry but there is no initiative to drive non aged care workers into the field. In January 2016 alone there were four times the number of job vacancies in the aged care sector than there were job seekers which shows the dire situation of undersupply of skilled workers the industry is currently facing.

Even though there is a significant disparity between vacancies and job seekers, there are more people searching for aged care work than ever before, but the demand for aged care workers is growing at a more rapid rate than the number of job seekers.

According to the Aged Care Workforce Report<sup>1</sup>, salary is a focal point for aged care workers with many unsatisfied with their pay rate. This report shows the growth of the industry, average salary information by state, pay distribution and the top five recruiters for aged care work.

### Growth of aged care job vacancies

**Aged Care Jobs per Month by State**



<sup>1</sup> Aged Care Workforce Report, 2012 [https://www.dss.gov.au/sites/default/files/documents/11\\_2014/rdp004-nacwcas-report.pdf](https://www.dss.gov.au/sites/default/files/documents/11_2014/rdp004-nacwcas-report.pdf)

# Australia Job Market Report – February 2016



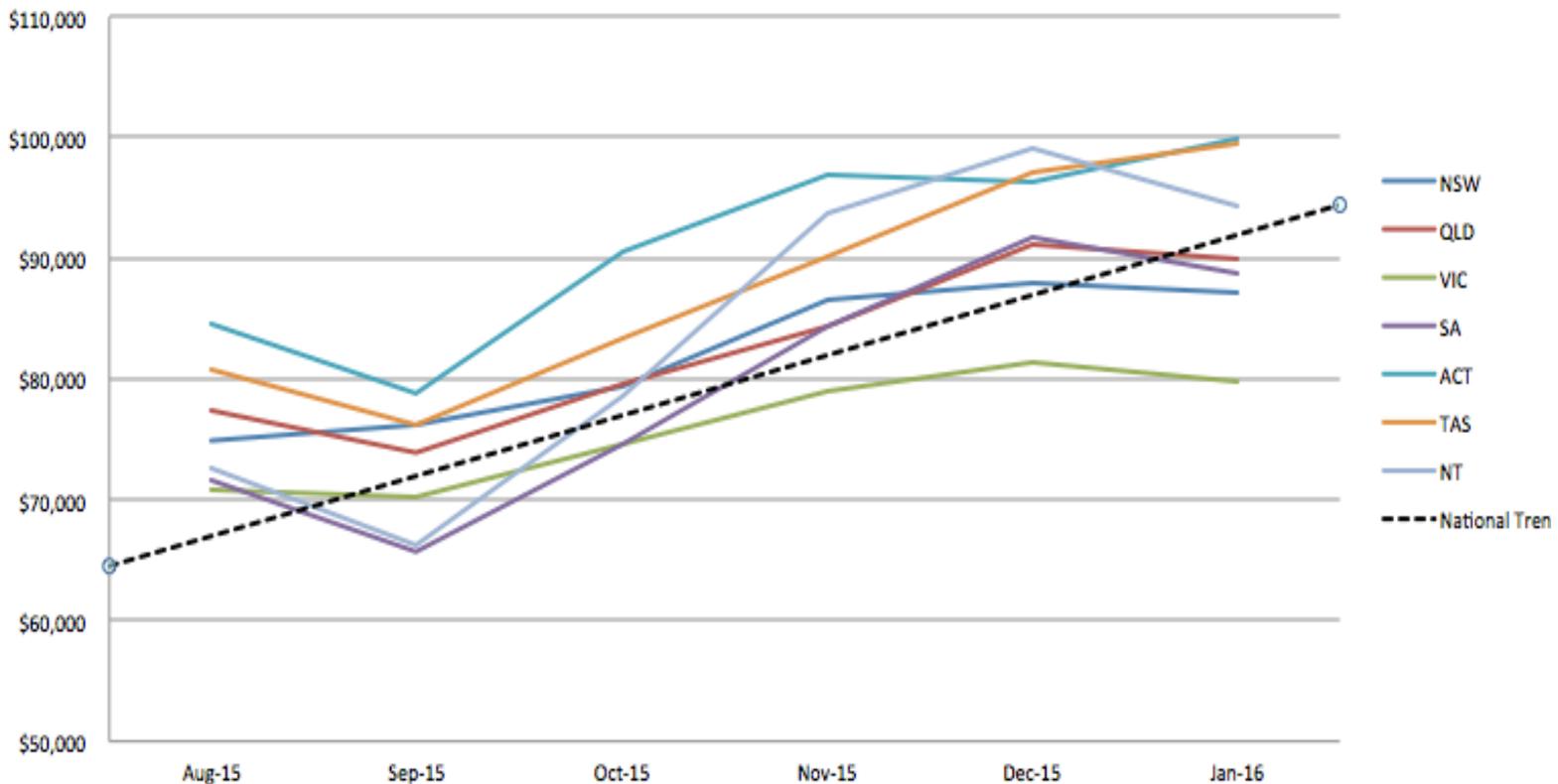
The most up-to-date and comprehensive analysis of the Australian labour market.

As expected NSW and VIC account for almost half of the aged care jobs nation wide. All states are experiencing much the same growth rate as well as feeling surges and slumps at the same time. Overall the number of aged care job vacancies is trending upwards. On average between August and December 2015 there were 8,403 aged care job vacancies per month but only an average of 1,899 unique job searches made for aged care jobs each month.

The top 5 companies hiring for aged care positions include Healthcare Australia, Opal Aged Care, RSL Care, Southern Cross Care and Uniting Church.

## Salary

### Average Salary for Aged Care Jobs by State



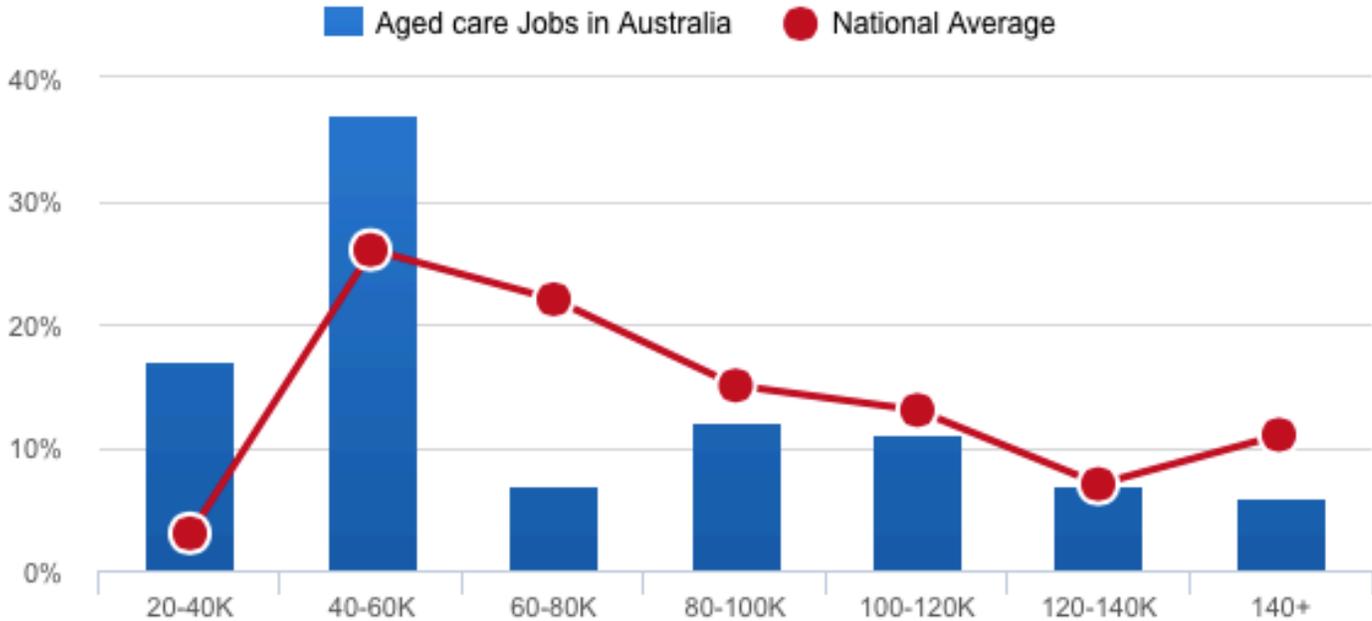
The average salary for aged care jobs has been trending upwards over the last 6 months with an average salary of \$83,326 since August 2015. The average salary incorporates all aged care jobs including trainees, clerical jobs, personal care attendants, registered nurses, clinical managers, regional/operations managers etc. This trend is being heavily skewed by the number of managerial roles offering a salary of between 80k and 220k.

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## Pay Distribution



There is a much larger number of jobs paying between 20k and 60k than the national average, with far fewer jobs in the 60k to 80k range. Typically personal care attendants are earning on average only \$43,200 with registered nurses earning almost double while managers are earning anywhere from 80k to 220k a year depending on the role and location.

<40k	40k-60k	60k-80k	80k-100k	>100k
Trainees and assistants	Enrolled nurses, support workers, admin staff, personal care workers,	Registered nurses, trainers and assessors, physiotherapists, coordinators.	Care manager, clinical manager, registered nurse, unit manager,	Facility manager, operations manager, project manager, regional manager, director.

## CEO of Adzuna Australia Explains

The CEO of Adzuna Australia, Raife Watson says ‘we have known for some time that Australia is ageing, and while right now the impact on the economy is minimal on the surface, we are starting to see changes to demand and supply of jobs and job seekers in some industries, especially in aged care but also healthcare in general.’

The Australian government took the first step in supporting the aged care workforce by introducing a funding scheme for those who want to up skill, encouraging employees already in the workforce to stay loyal to the industry. Raife says ‘this is a great strategy which will help develop and maintain a high level of skill in the aged care workforce, but there needs to be a stronger focus on encouraging those entering the job market to consider a career in aged care otherwise demand for workers simply won’t be met’.

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‘We need to encourage people to consider aged care as a career path. From the research that has been done, the industry is offering below average pay rates for highly labour intensive work, minimal permanent full-time positions and a shift work-based roster. It may not be the most enticing package.’

According to Raife Watson there isn’t much to look forward to with salary growth either. ‘Our research here at Adzuna shows that unless you’re in a managerial position, the average salary will remain below the national average with very little growth. Even though our data shows an increase in aged care salaries overall, it is the increasing number of managerial roles paying well over 100k that is causing that seemingly positive trend’.

With an average of just 1,899 aged care job seekers per month but 8,403 aged care jobs, Raife forecasts that without a strategy in place to fill these vacancies, the future is looking grim for the industry and the older population of Australia.

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## About Adzuna

[Adzuna](#) is a unique search engine for job ads used by over 6 million visitors per month that aims to list every job, everywhere. By searching thousands of websites, Adzuna is able to bring together millions of ads to one place, making it a one-stop-shop for users planning their next career move. By providing smarter search options and powerful data about the job market, we give jobseekers the information they need to take control of their careers.

Adzuna founders, Andrew Hunter and Doug Monro, met while working at Gumtree in 2005 but stayed in the local internet space for the next 5 years with Qype and Zoopla before hatching the Adzuna plan in 2010. The site went live in April 2011, almost 2 years before entering into a joint venture with Fairfax media and breaking into the Australian market in 2013.

Adzuna's mission is to be the best place to start looking for a job. By using the awesome power of technology, Adzuna will keep Australia working by matching people to better, more fulfilling jobs.

## About the Adzuna Job Market Report

Adzuna has an index of job vacancies covering all regions in Australia. The technology collects every job vacancy advertised online in Australia from over 370 sources. This data is then normalised, de-duplicated, mix-adjusted and outliers are removed in real time to give users an accurate, complete, up to the minute view of the job market.