

Question on Notice

No. 949

Asked on 22 August 2024

MR R STEVENS ASKED MINISTER FOR HEALTH, MENTAL HEALTH AND AMBULANCE SERVICES AND MINISTER FOR WOMEN (HON S FENTIMAN)—

QUESTION

With reference to Queensland Health staff employed on the nursing wage stream—
Will the Minister provide the attrition rate for nursing stream staff (reported separately by Hospital and Health Service) for the 2022-23 and 2023-24 financial years?

ANSWER

The frontline health workforce is a key priority for the Miles Government, which is why we have hired over 14,090 FTE nurses and midwives to Queensland Health since 2015.

We are also continuing to quickly fill vacancies within Queensland Health, with current vacancies for nurses and midwives in Queensland Health at just 1.1 per cent, down from 1.4 per cent in June 2023.

In June 2024, the Government launched the Health Workforce Strategy for Queensland to 2032 and a \$1.7 billion investment to not only retain current staff but also to attract new talent and support the implementation of innovative healthcare models.

This investment supports frontline workforce growth, inclusive of more than 2,600 nurses and midwives.

In addition, it includes a \$3.1 million investment to create a nurse practitioner pipeline to build a sustainable primary treating clinical health workforce. It also supports minimum midwife to post-natal patient ratios, and the Fee Free Diploma of Nursing Program.

The Government committed an additional \$46 million to establish four Nurse Led Walk In Clinics in regions that need it most, as part of *Queensland Women and Girls' Health Strategy 2032*. The investment will support nurses to work to optimal scope of practice which not only builds capacity in the workforce but improves job satisfaction and therefore retention.

There are also a number of initiatives supporting the entire health workforce, including programs to support health and wellbeing, the integrated workforce management program, the continuation of special pandemic leave and the introduction of reproductive health leave.

Industrial Instruments further support a number of initiatives that retain nurses in the workforce including security of permanent positions, flexible working conditions and a cost-of-living allowance.

I am advised that the attrition rate for the Nursing and Midwifery pay stream in Queensland Health has reduced from 6.17 per cent in the 2022-23 financial year to 5.96 per cent in the 2023-24 financial year.

I provided a twelve-month rolling attrition rate with data to May 2024 in Question on Notice 767 of 2024. Data for the full 2023-24 financial year is now available.

The information below provides the attrition rate for the Nursing and Midwifery staff by Hospital and Health Service and the Department of Health for the full 2022-23 financial year and full 2023-24 financial year.

- Cairns and Hinterland Hospital and Health Service attrition rate decreased from 7.03 per cent in 2022-23 to 6.56 per cent in 2023-24.
- Central Queensland Hospital and Health Service attrition rate decreased from 7.22 per cent in 2022-23 to 7.17 per cent in 2023-24.
- Central West Hospital and Health Service attrition rate decreased from 15.44 per cent in 2022-23 to 13.93 per cent in 2023-24.
- Children's Hospital and Health Service attrition rate decreased from 6.21 per cent in 2022-23 to 5.53 per cent in 2023-24.
- Darling Downs Hospital and Health Service attrition rate increased from 6.12 per cent in 2022-23 to 7.53 per cent in 2023-24.
- Gold Coast Hospital and Health Service attrition rate decreased from 5.49 per cent in 2022-23 to 5.21 per cent in 2023-24.
- Mackay Hospital and Health Service attrition rate increased from 6.48 per cent in 2022-23 to 8.30 per cent in 2023-24.
- Metro North Hospital and Health Service attrition rate increased from 5.17 per cent in 2022-23 to 5.27 per cent in 2023-24.
- Metro South Hospital and Health Service attrition rate decreased from 5.67 per cent in 2022-23 to 5.05 per cent in 2023-24.
- North West Hospital and Health Service attrition rate increased from 11.52 per cent in 2022-23 to 12.68 per cent in 2023-24.
- South West Hospital and Health Service attrition rate decreased from 11.55 per cent in 2022-23 to 6.62 per cent in 2023-24.
- Sunshine Coast Hospital and Health Service attrition rate decreased from 6.84 per cent in 2022-23 to 5.38 per cent in 2023-24.
- Torres and Cape Hospital and Health Service attrition rate increased from 8.85 per cent in 2022-23 to 13.41 per cent in 2023-24.
- Townsville Hospital and Health Service attrition rate increased from 7.12 per cent in 2022-23 to 7.57 per cent in 2023-24.
- West Moreton Hospital and Health Service attrition rate decreased from 5.10 per cent in 2022-23 to 4.42 per cent in 2023-24.
- Wide Bay Hospital and Health Service attrition rate decreased from 6.63 per cent in 2022-23 to 5.76 per cent in 2023-24.
- The Department of Health attrition rate decreased from 12.05 per cent in 2022-23 to 9.42 per cent in 2023-24.